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AIRCRAFT MAINTENANCE AND MUNITIONS OFFICER UTILIZATION FIELD AF--ETC(U)
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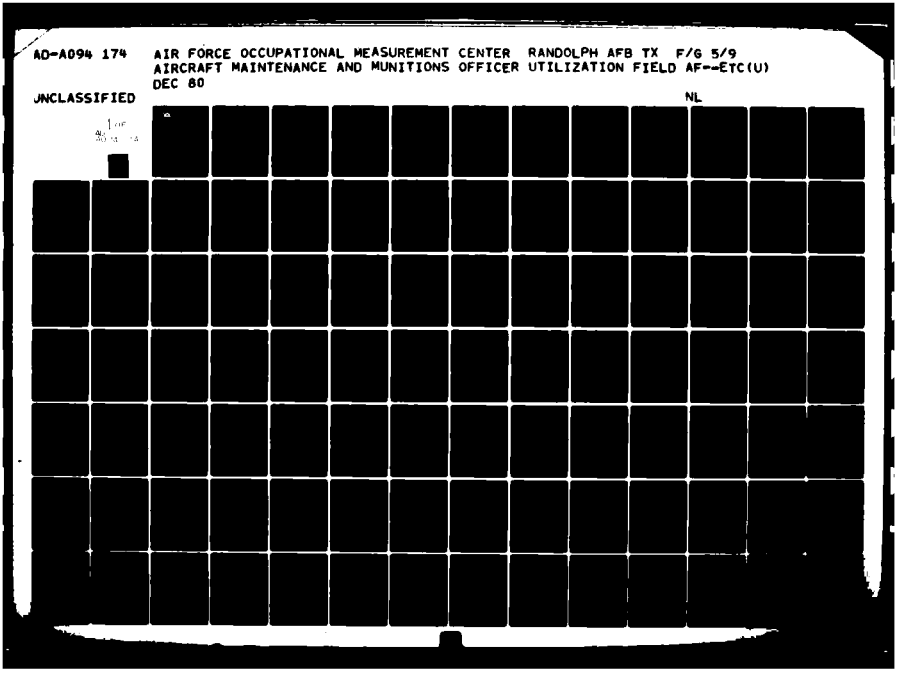

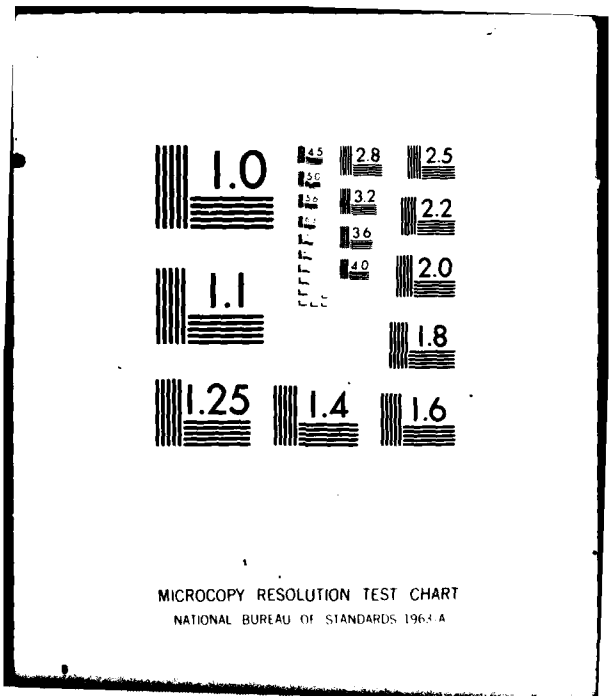
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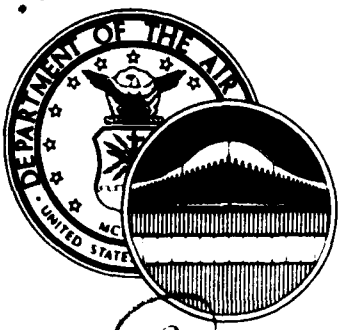

UNITED STATES AIR FORCE

(2)

LEVEL II

OCCUPATIONAL SURVEY REPORT

(9)

AD A094174

DTIC ELECTE JAN 27 1981 S D E

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AIRCRAFT MAINTENANCE AND MUNITIONS OFFICER UTILIZATION FIELD

AFSCs, 4011, 4016, 4021, 4024, 4051A, 4054A, 4051B, 4054B, AND 4096.

AFPT 90-40X-358

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OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78148

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Aircraft Maintenance and Munitions utilization field, AFSs 401X, 402X, 405XA, 405XB, and 409X. This project was directed by USAF Program Technical Training, Volume 2, dated June 1979. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Major John X. Olivo and Mr. Paul N. DiTullio. Lieutenants Julia A. Hoskins and Kathy L. Johnson analyzed the survey data and wrote the final report.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Manpower and Personnel Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Computer Programming Branch, Technical Services Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Analysis Branch (OMY), Randolph AFB, Texas, 78148.

This report has been reviewed and is approved.

BILLY C. McMASTER, Col, USAF
Commander
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SUMMARY OF RESULTS

1. Survey Methodology: A USAF job inventory was administered to all Aircraft Maintenance and Munitions officers worldwide. Useable responses were received from 2,346 officers, representing 58 percent of the personnel assigned to the 40XX utilization field.

2. Utilization Field Structure: Eighteen job groups were identified and are described in the UTILIZATION FIELD STRUCTURE section of this report. These groups were of four types: a) Wing Level Maintenance Personnel; b) Squadron Level Maintenance Personnel; c) Staff Action Officers; and d) Independent Groups.

3. DAFSC Comparisons: Maintenance staff officers and aerospace maintenance directors were similar in terms of the tasks they performed, as well as in terms of their responses to most of the background questions. Because of the large number of administrative and managerial (as opposed to technical) tasks performed by members of all three groups, aircraft maintenance, munitions, and EOD officers were found to be similar. There were, however, a number of AFSC specific tasks which differentiated the three groups. In terms of job satisfaction data, munitions officers were less satisfied than aircraft maintenance officers, with EOD personnel being the most satisfied of any DAFSC group.

4. AFR 66-1 and AFR 66-5 Comparisons: Comparisons of the tasks performed by personnel of various paygrades and DAFSCs in AFR 66-1 and AFR 665 maintenance organizations revealed large differences only for aerospace maintenance directors. Thus, it appears that differences between AFR 66-1 and AFR 66-5 units exist only at the upper management level. In terms of background information, differences were found only for munitions officers in AFR 66-1 organizations versus munitions officers in AFR 66-5 organizations.

5. Rated and Nonrated Comparisons: Comparison of the tasks performed by rated versus nonrated personnel of various paygrades revealed large differences only for colonels. However, many differences between rated and nonrated personnel (grades O-3 to O-6) in terms of background information were found.

6. Time Spent on Additional Duties: Aircraft maintenance and munitions officers who spent different amounts of time on nonmaintenance related additional duties were compared. These group members were found to be similar in terms of the tasks they performed, as well as in their responses to the background questions.

7. Analysis of Training Emphasis Data: Officers with more than six years commissioned service and with fully qualified DAFSCs were selected to rate the amount of training emphasis they felt appropriate in entry level officer courses. There were large differences among the training emphasis ratings given by aircraft maintenance officers, munitions officers, and EOD officers.

OCCUPATIONAL SURVEY REPORT
AIRCRAFT MAINTENANCE AND MUNITIONS
UTILIZATION FIELD
AFSs 401X, 402X, 405XA, 405XB, AND 409X

INTRODUCTION

This report describes an occupational survey of the Aircraft Maintenance and Munitions utilization field, AFSs 401X, 402X, 405XA, 405XB, and 409X.* The survey was conducted as part of the Occupational Analysis Program, USAF Occupational Measurement Center, Air Training Command, Randolph AFB TX. The project was requested during an Officer Survey Priority Conference in October 1978. The purpose of the occupational survey was to assess the jobs and tasks performed by Aircraft Maintenance and Munitions officers and to provide an objective description of the personnel resource which will aid in a variety of management decisions affecting such areas as recruiting, classification, training and career planning.

Specifically, this report describes the methods used to collect occupational data from the Aircraft Maintenance and Munitions officer population and the analysis of the occupational data.

INVENTORY DEVELOPMENT AND DATA COLLECTION

The data collection instrument for this occupational survey was USAF Job inventory AFPT 90-40X-358. The inventory was composed of two sections: a background information section in which job incumbents provided general information about themselves; and a duty-task list section designed to determine tasks performed by personnel in their current job assignments as well as the relative amount of time spent on each task. The latter section of the job inventory consisted of 902 task statements grouped under 16 duties. The survey instrument was developed through an interview process in which 425 Aircraft Maintenance and Munitions officers were personnally interviewed. Fifty-one visits were conducted at 31 bases and the Pentagon (Table 1).

Consolidated personnel offices and operational units worldwide administered the inventories to job incumbents holding DAFSCs 4011, 4016, 4021, 4024, 4051A, 4054A, 4051B, 4054B, 4096. Responses were received from 2,346 job incumbents representing approximately 58 percent of the personnel assigned. Tables 2, 3 and 4 indicate the distribution of personnel by command, DAFSC, and grade, respectively.

After supplying identification and biographical information, each respondent checked and then rated the tasks he/she performed as part of his/her current job. Tasks were rated on a nine point scale showing the relative time spent on each task compared to all other tasks performed in the respondent's current job. Respondents were instructed not to rate tasks that were not part of their current jobs.

*Due to a mailing list oversight, personnel with duty AFSC 4091 were not sampled.

TABLE 1

LOCATIONS VISITED DURING INVENTORY DEVELOPMENT

TYPE OF UNIT	NUMBER OF VISITS
DNA	1
HQ USAF (LEYM/LEYW)	1
AFTEC	1
AFISC (SNW)	1
AAC	1
ADCOM	1
AFLC	6
AFSC	2
ATC	2
MAC	8
PACAF	3
SAC	7
TAC	6
USAFE	11
TOTAL	51

TABLE 2

COMMAND REPRESENTATION

COMMAND	PERCENT OF ASSIGNED PERSONNEL	PERCENT OF SURVEY SAMPLE
TAC	25	22
SAC	19	22
ATC	13	9
USAFE	13	14
MAC	12	13
AFLC	6	7
PACAF	4	4
AFSC	2	2
AAC	1	1
HQ USAF	1	2
OTHER	4	4

TOTAL ASSIGNED - 4025
TOTAL SAMPLED - 2346
PERCENT SAMPLED - 58

TABLE 3

SPECIALTY REPRESENTATION

DAFSC	PERCENT OF ASSIGNED PERSONNEL	PERCENT OF SURVEY SAMPLE
4011/16	32	37
4021/24	44	41
4051/54*	16	15
4096	8	6
NOT REPORTED	-	1

*INFORMATION CONCERNING PERCENT ASSIGNED TO A OR B SHREDS WITH DAFSC 4051/54 WAS NOT AVAILABLE

TABLE 4

GRADE REPRESENTATION

GRADE	PERCENT OF ASSIGNED PERSONNEL	PERCENT OF SURVEY SAMPLE
LIEUTENANT*	37	30
CAPTAIN	26	30
MAJOR	19	21
LIEUTENANT COLONEL	13	15
COLONEL	5	4

*SECOND AND FIRST LIEUTENANTS WERE COMBINED INTO ONE CATEGORY

UTILIZATION FIELD STRUCTURE

A primary function of the USAF occupational analysis program is to examine the existing structure of utilization fields -- what people in the field are actually doing, as opposed to what offical career documents say they should be doing. This analysis is accomplished through the use of the Comprehensive Occupational Data Analysis Programs (CODAP), which generate a number of statistical products. The primary product used in the analysis of utilization fields is a hierarchical clustering of all jobs based on the similarity of tasks performed and the relative amount of time spent performing these tasks. This clustering allows identification of the major types of work being performed by the utilization field members, and is analyzed in terms of the computer generated job description and background data on personnel in each type of job.

Structure Overview

Based on the tasks performed and the relative percent time spent performing these tasks, the job groups which comprise the 40XX utilization field are listed below. The GRP number appearing after each title is part of a reference system generated by the CODAP clustering program.

I. WING LEVEL MAINTENANCE PERSONNEL

- a. DCMs and Assistant DCMs (GRP 1237, N=50)
- b. Maintenance Control Personnel (GRP 1213, N=33)
- c. Job Control Personnel (GRP 0239, N=107)

II. SQUADRON LEVEL MAINTENANCE PERSONNEL

- a. Squadron Commanders (GRP618, N=204)
- b. Maintenance Supervisors and Branch Level Personnel (SPC216, N=282; SPC217, N=150)
- c. Squadron Security Personnel (GRP364, N=16)
- d. Munitions Maintenance Personnel (GRP599, N=74)

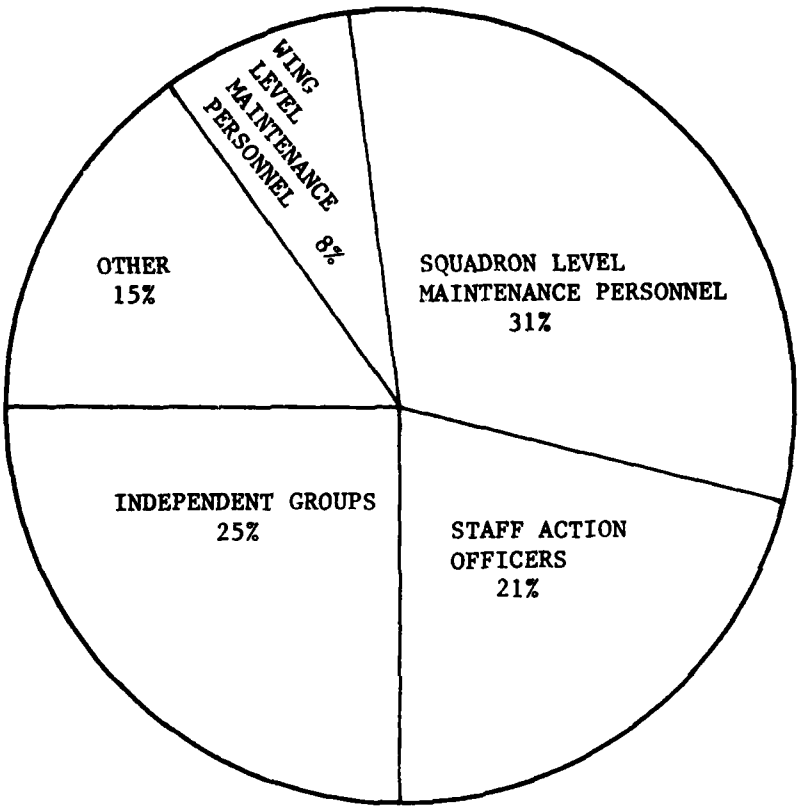
III. STAFF ACTION OFFICERS (GRP094, N=485)

IV. INDEPENDENT GROUPS

- a. Detached Unit Commanders (GRP462, N=79)
- b. Wing Safety Personnel (GRP126, N=101)
- c. Squadron Safety Personnel (GRP061, N=162)
- d. Instructors (GRP044, N=34)
- e. IG Inspectors (GRP095, N=93)
- f. Quality Control Personnel (GRP482, N=50)
- g. Functional Check Flight Evaluators (GRP084, N=39)
- h. Budget Managers (GRP122, N=19)
- i. ALC Personnel (GRP210, N=21)

As may be seen from Figure 1, the job groups identified in this survey were of three basic types: Wing Level Maintenance Personnel, Squadron

FIGURE 1


WING LEVEL MAINTENANCE PERSONNEL 8%
SQUADRON LEVEL MAINTENANCE PERSONNEL 31%
STAFF ACTION OFFICERS 21%
INDEPENDENT GROUPS 25%
OTHER 15%

Level Maintenance Personnel, and Staff Action Officers. In addition, there were nine groups which are categorized together as independent groups. A discussion of representative tasks performed by and background information for each job group is presented below, with additional details appearing in Appendix A.

Approximately 85 percent of the respondents in the sample performed jobs roughly equivalent to those described in the groups listed above. The remaining 15 percent of the sample included respondents whose jobs were different from those described above, as well as different from each other.

Group Descriptions

I. WING LEVEL MAINTENANCE PERSONNEL

Ia. DCMs and Assistant DCMs (GRP1237). This group of 50 persons comprised 2.1 percent of the total sample. They were assigned to a variety of major commands, with most belonging to SAC (26 percent), MAC (20 percent), TAC (20 percent), or USAFE (16 percent). The majority (82 percent) of these group members held a DAFSC of 4096, with the remainder being maintenance staff officers. The average grade for this group was 5.5, with most of the incumbents being lieutenant colonels or colonels. More than half (70 percent) of the respondents in this group were rated.

Concerning indicators of job satisfaction, 98 percent indicated that their jobs were interesting. Similarly, 94 percent indicated that their jobs utilized their talents fairly well to perfectly, while 86 percent indicated that their jobs utilized their training fairly well to perfectly. Fifty-eight percent of the incumbents indicated that they intended to remain in the 40XX utilization field, while only 14 percent planned to crosstrain to another utilization field. The average number of tasks performed by the members of this group was 241. Examples of tasks performed by the members of this group include:

Evaluate maintenance management procedures
Evaluate maintenance scheduling effectiveness
Compare unit production, such as UTE rates, MICAP, or scheduling effectiveness with MAJCOM standards
Evaluate consistency of DCM staff goals and flightline or shop goals

Ib. Maintenance Control Personnel (GRP1213). These 33 respondents made up 1.4 percent of the total sample. Like the DCMs and Assistant DCMs, they were assigned to a variety of major commands, with most belonging to SAC (34 percent), MAC (21 percent), or USAFE (21 percent). Most of these group members (70 percent) were maintenance staff officers, with the remainder being 4021/24s (24 percent) or 4096s (six percent). Slightly more than one-fifth (21 percent) were rated, and their average grade was 4.0.

The members of this group seemed to be satisfied with their jobs: 91 percent found their jobs interesting, and 73 percent planned to continue in the 40XX utilization field. In terms of the perceived utilization of training, 97 percent felt their jobs utilized their training fairly well to perfectly; for

perceived utilization of talents the corresponding statistic was also 97 percent. The members of this group performed an average of 249 tasks, which was the largest average number of tasks performed by any job group in the survey. Following are examples of tasks performed by the members of this group:

Program scheduled maintenance
Answer internal inspection reports
Prioritize in-shop (off equipment) maintenance activities
Prioritize flightline (on equipment) maintenance activities

Ic. Job Control Personnel (GRP0239). The 107 members of this group comprised 4.6 percent of the total sample. Most of these respondents (58 percent) held a DAFSC of 4021 or 4024, with the remainder being maintenance staff officers (27 percent) or aerospace maintenance directors (15 percent). The members of this group were primarily captains, with an average grade of 3.2; most (77 percent) were nonrated. Forty-eight percent of these respondents worked in AFR 66-1 maintenance organizations. While the majority of these group members (79 percent) worked day shifts, 13 percent worked rotating shifts and five percent worked swing shifts.

Concerning indicators of job satisfaction, only 46 percent planned to continue in the 40XX utilization field. On the other hand, 89 percent indicated that their jobs were interesting, and 84 percent felt that their jobs utilized their training fairly well to perfectly. The members of this group performed an average of 115 tasks. Examples of these tasks include:

Analyze causes of production delays
Change aircraft on flying schedules
Review daily flying discrepancies
Review flying or maintenance schedules

II. SQUADRON LEVEL MAINTENANCE PERSONNEL

IIa. Squadron Commanders (GRP0618). This group of 204 respondents comprised 8.7 percent of the total sample. Although they were assigned to a variety of major commands, most were from SAC (35 percent), TAC (21 percent), USAFE (15 percent), or MAC (14 percent). Almost all (95 percent) of these incumbents were maintenance staff officers, with the remainder being aircraft maintenance officers (one percent), munitions officers (two percent), or aerospace maintenance directors (two percent). Ninety-six percent of the group members held a commander (A) prefix. Their average grade was 4.6. Slightly less than one-third (32 percent) were rated.

In terms of indicators of job satisfaction, 96 percent of the group felt that their jobs were interesting, and more than half (52 percent) planned to continue in the 40XX utilization field. Concerning perceived utilization of training, most of these incumbents (87 percent) felt that their jobs utilized their training fairly well to perfectly. Similarly, 96 percent felt that their jobs utilized their talents fairly well to perfectly.

These squadron commanders were performing a wide variety of tasks, with the average number of tasks performed being 211. In terms of the

actual tasks they were doing, the members of this group spent most of their time on personnel and command functions. Some examples of the tasks they performed are:

Administer discipline under UCMJ
Initiate actions under AFRs 39-10, 39-12, 36-2, or 36-3
Evaluate personnel problems to determine administrative actions to be taken, such as social actions referrals
Conduct commander's calls

IIb. Maintenance Supervisors and Branch Level Personnel (SPC216, 217). There were two different groups of maintenance supervisors and branch level personnel; together they comprised 18.4 percent of the total sample. There were 282 incumbents in the first group, accounting for 12 percent of the total sample.

Almost half (49 percent) of this group were assigned to AFR 66-1 units, with 44 percent being from AFR 66-5 units. In terms of DAFSC, these group members were primarily aircraft maintenance officers (65 percent), with the remainder being maintenance staff officers (31 percent), munitions officers (three percent), and aerospace maintenance directors (one percent). They were primarily captains and first lieutenants, with an average grade of 2.8; their average active commissioned service time was 93 months. Eighty-nine percent found their jobs interesting, and 83 percent felt that their jobs utilized their training fairly well to perfectly. Note, however, that almost one-fifth of these incumbents (17 percent) felt that their jobs utilized their training not at all or very little.

The average number of tasks performed by the members of this group was 217. They were doing a variety of management, inspection, evaluation and maintenance production tasks. Examples of some of the most time-consuming tasks for the members of this group include:

Conduct unit self-inspections
Review daily flying deviations or production reports
Analyze causes of production delays
Inspect work facilities or areas

The 150 members of the second group comprised 6.4 percent of the total sample. They were assigned mostly to SAC (29 percent), TAC (21 percent), MAC (19 percent), or USAFE (11 percent); most (59 percent) were in AFR 66-1 units. In terms of other background information, they were very similar to the first group of maintenance supervisors and branch level personnel described above. Eighty-five percent found their jobs interesting, while 15 percent found their jobs dull or so-so. In terms of perceived utilization of talents, more than one fifth (21 percent) felt that their jobs utilized their talents not at all or very little. Similarly, 19 percent of these group members felt that their jobs utilized their training not at all or very little.

In addition to being similar to the first group of maintenance supervisors and branch level personnel in terms of background information, the members of this group were also similar in terms of the tasks performed. For example, the most time consuming tasks for the first group of maintenance supervisors and branch level personnel were the same as the most time-consuming tasks for the second group of maintenance supervisors and branch

level personnel. Thus differences between the two groups centered not so much on the tasks performed, but rather on the amount of time spent performing these tasks. The second group, in general, spent more time performing the same tasks as did the first group.

IIc. Squadron Security Personnel (GRP0364). The 16 members of this group made up only .7 percent of the total sample. They were assigned to SAC (44 percent), TAC (31 percent), MAC (19 percent), or USAFE (six percent). One-half of the members of this group worked in AFR 66-1 maintenance organizations, with the remainder being assigned to AFR 66-5 organizations (31 percent), or other types of maintenance organizations (19 percent). They were all nonrated, and most (88 percent) held a DAFSC of 4021 or 4024. In terms of indications of job satisfaction, 94 percent indicated that their jobs were interesting. On the other hand, four of the 16 respondents in this group indicated that their jobs utilized their training not at all or very little.

The average number of tasks performed by the members of this group was 144. Examples of tasks performed by the members of this group are:

Manage unit security programs
Conduct unit security inspections
Coordinate with SP, CBPO, or OSI on restricted area badge requests
Approve or disapprove letters granting access to restricted areas

In addition to these security related tasks, the members of this group were also performing a variety of evaluation and supervisory tasks.

IId. Munitions Maintenance Personnel (GRP0599). These 74 persons accounted for 3.2 percent of the survey sample. The majority (51 percent) worked in AFR 66-1 units with the remainder being assigned to AFR 66-5 units (26 percent), or other types of maintenance organizations (20 percent). They were assigned primarily to SAC (42 percent), USAFE (24 percent), or TAC (23 percent). Most of the incumbents in these group held a DAFSC of 4051A/54A (72 percent); their average grade was 2.2. In terms of job satisfaction, 88 percent indicated that their jobs were interesting. More than one-third (37 percent), however, planned to crosstrain to another field. Similarly, 16 percent indicated that their jobs utilized their training not at all or very little.

In terms of tasks performed, the members of this group were doing a plethora of evaluation and inspection tasks, as well as management and maintenance production tasks. The average number of tasks performed by these group members was 195. Examples of some of the most time-consuming tasks for the members of this group include:

Inspect work facilities or areas
Initiate corrective actions to inspections or evaluations
Coordinate with base or maintenance personnel on delivery of munitions to storage or flightline facilities
Determine maintenance capability

III. Staff Action Officers (GRP0094). These 485 persons made up the largest job group, comprising 20.7 percent of the survey sample. The were assigned primarily to TAC (20 percent), SAC (13 percent), USAFE (12 percent), AFLC (11 percent), MAC (nine percent), and HQ USAF (eight percent). The majority held a DAFSC of 4011 or 4016 (54 percent), with the remainder being 4021/4024s (30 percent), 4096s (nine percent), 4051A/54As (six percent), or 4051B/54Bs (one percent). The members of this group were mostly captains and majors, with an average grade of 3.8. In terms of aeronautical rating status, 13 percent were rated. The majority (59 percent) planned to continue in the 40XX utilization field. Concerning indicators of job satisfaction, 84 percent found their jobs interesting, while almost one-fifth (19 percent) felt that their jobs utilized their training not at all or very little.

The members of this group were performing a variety of staff officer type tasks, with the average number of tasks performed being 111. The following are examples of tasks performed by these staff action officers:

Draft or write background papers, point papers, or talking papers
Draft or write staff studies, staff summary sheets, or position papers
Compile or evaluate information for staff studies, staff summary sheets, or position papers
Conduct formal briefings

IV. INDEPENDENT GROUPS

IVa. Detached Unit Commanders (GRP0462). This group composed of 79 members represented 3.4 percent of the total sample. These personnel were primarily FTD or EOD commanders; the majority (61 percent) were assigned to ATC. Most of the respondents belonged to maintenance organizations managed by maintenance concepts other than AFR 66-1 or AFR 66-5 (35 percent), or were not affiliated with a maintenance organization (44 percent). Fifty-six percent held a DAFSC of 4021/24, while 27 percent held a DAFSC of 4011/16. The average grade of these group members was captain (3.2). Ninety-five percent indicated that their jobs were interesting. Although 94 percent felt that their jobs utilized their talents fairly well to perfectly, almost one-fourth of the respondents indicated that their jobs utilized their training not at all or very little. Examples of tasks performed by detached unit commanders include:

Evaluate subordinates' training needs
Implement personnel recognition programs
Establish training policies
Evaluate instructors

IVb. Wing Safety Personnel (GRP0126). This group consisting of 101 members comprised 4.3 percent of the sample. Thirty percent were assigned to SAC, 29 percent to USAFE, and 16 percent to TAC. The majority of job incumbents (70 percent) held a DAFSC of 4051A/54A, while only 23 percent maintained a 4011/16 DAFSC. First lieutenant (2.5) was the average group grade. Thirty-five percent of the group members planned to crosstrain to another utilization field; only one-fourth planned to remain in the 40XX utilization field. Approximately one-fifth of the group found their

jobs either dull or so-so while the remaining four-fifths indicated that their jobs were interesting. Also, about one-fifth of the group indicated that their jobs utilized both their talents and training not at all or very little, and four-fifths reported that their jobs utilized their talents and training fairly well to perfectly. Typical tasks performed by wing safety personnel include:

Draft or write safety plans, policies, or programs
Develop nuclear safety programs
Analyze deployment or exercise plans for potential safety problems
Draft or write safety newsletters

IVc. Squadron Safety Personnel (GRP0061). These 162 job incumbents accounted for 6.9 percent of the total sample. There were small percentages of the group in most of the commands that were sampled, with the largest percentages assigned to SAC (26 percent), TAC (23 percent), or MAC (17 percent). Fifty-three percent held a DAFSC of 4021/24, while 34 percent possessed a 4051A/54A DAFSC. These respondents were primarily first or second lieutenants, with an average grade of 0-2. One-third of the group planned to crosstrain into another utilization field other than the 40XX utilization field. Four-fifths of the members reported that their jobs were interesting. Over one-fourth (29 percent) of the incumbents indicated that their jobs utilized their talents not at all or very little, and 28 percent reported their training was utilized not at all or very little. Although this group performed many managerial and personnel tasks, they also spent a large amount of time performing safety tasks. Additionally, a number of respondents indicated on a background question that safety was a secondary or additional duty. Examples of tasks performed by squadron safety personnel include:

Investigate safety incidents, violations, or malpractices
Implement unit safety programs
Conduct unit safety programs
Develop unit safety programs, such as FOD, vehicle, or ground safety programs

IVd. Instructors (GRP0044). These 34 members, comprising 1.4 percent of the total sample, were primarily assigned to ATC (88 percent). With regard to DAFSC, 50 percent were 4021/24s, and 29 percent were 4051A/54As. They were primarily first lieutenants and captains. The majority of respondents (68 percent) were not assigned to a maintenance organization, but rather to the technical training centers. None of the respondents in this group was rated. Fifty percent indicated that they planned to continue in the 40XX utilization field, if they stayed in the military until retirement. Sixty-eight percent of the respondents found their jobs interesting, while 27 percent found their jobs dull or so-so. Twenty-four percent indicated that their jobs utilized their training not at all or very little. Examples of tasks performed by a large percent of this group include:

Conduct training in formal resident training courses
Apply instructional system development (ISD) process in developing or revising training programs
Analyze results of personnel testing
Obtain training aids, space, or equipment

IVe. IG Inspectors (GRP0095). The 93 members in this group represent four percent of the survey sample. The majority held a DAFSC of 4011/4016 (55 percent). They were primarily captains and majors, with an average grade of 3.8. Small percentages of the group were present in many of the major commands; however, TAC (25 percent) and SAC (17 percent) were the major users. Job incumbents generally belonged to either maintenance organizations managed by maintenance concepts other than AFR 66-1 or AFR 66-5 (30 percent) or were not associated with a maintenance organization (54 percent). Nearly two-thirds of the group members (63 percent) indicated they planned to continue in the 40XX utilization field, if they stay in the military until retirement. Also, a large percentage of respondents (88 percent) rated their jobs as interesting. Concerning perceived utilization of talents and training, 92 percent indicated that their present job utilized their talents and training fairly well to perfectly. Examples of tasks performed by these IG inspectors include:

Conduct inspections of subordinate units, such as IG inspections
Inspect training files
Draft or write formal inspection reports, such as MSET or IG
Develop IG or MSET inspection plans

IVf. Quality Control Personnel (GRP0482). These 50 job incumbents comprised 2.1 percent of the entire sample. Small percentages of personnel were assigned to most of the major commands, with the largest percentages being in TAC (22 percent), SAC (20 percent), or ATC (16 percent). Fifty-six percent held a DAFSC of 4021/24, while 38 percent were 4011/16s. Most of the group members were captains or majors. This group was approximately equally distributed between AFR 66-1 maintenance organizations (44 percent) and AFR 66-5 maintenance organizations (38 percent). Although rated personnel accounted for about 10 percent of most of the smaller job groups, 52 percent of this group of Quality Control Personnel were rated. Although the majority (36 percent) planned to continue in the 40XX utilization field, 28 percent were unsure of their career field plans. Ninety percent of this group reported that their jobs were interesting, while 88 percent felt their job utilized their talents fairly well to perfectly. However, almost one-fourth (22 percent) of these group members indicated that their present jobs utilized their training not at all or very little. Some examples of tasks performed by this group are:

Evaluate QA or QC programs
Evaluate maintenance repair procedures
Draft or write QC, QAP, or MAR reports
Evaluate QC, QAP, or MAR reports

IVg. Functional Check Flight Evaluators (GRP0084). The 39 members of this group represented 1.7 percent of the sample. They were assigned primarily to TAC (25 percent), SAC (20 percent), or MAC (20 percent). The majority of these group members (71 percent) held a DAFSC of 4021/24 while a smaller number (26 percent) were 4011/16s. The average grade for the group was captain (3.4). With reference to type of maintenance organization to which assigned, 49 percent were in AFR 66-1 organizations and 31 percent were in AFR 66-5 organizations. As was the case with the Quality Control Personnel, a large number (56 percent) of this group were also rated. Less than one-third of this group (28 percent) indicated

plans to continue in the 40XX utilization field. Approximately four-fifths (79 percent) reported that their jobs were interesting. Likewise, approximately four-fifths (82 percent) of the members felt their present job utilized their talents fairly well to perfectly. Approximately one-fourth of the respondents (26 percent), reported that their jobs utilized their training not at all or very little. The Functional Check Flight Evaluators performed many of the same tasks performed by the Quality Control Personnel (GRP0084). However, these Functional Check Flight Evaluators performed an average of 63 tasks while the Quality Control Personnel performed an average of 178 tasks. Actually, the tasks performed by the Functional Check Flight Evaluators were in general a smaller subset of the larger group of tasks performed by the Quality Control Personnel. Also, the Functional Check Flight Evaluators spent much more time performing command, administrative, and managerial functions than did the Quality Control Personnel.

IVh. Budget Managers (GRP0122). The majority (74 percent) of this small group of 19 members, held a DAFSC of 4021/24. The largest percentages were assigned to USAFE (32 percent), MAC (26 percent), or SAC (21 percent). Group members were primarily first lieutenants or captains, with an average of grade of 2.5. Percentages of these group members assigned to AFR 66-1 and AFR 66-5 maintenance organizations were 58 percent and 26 percent, respectively. None of these group members were rated. An equal percentage planned to continue with the 40XX utilization career field as planned to crosstrain to another career field; 32 percent in both cases. Ninety percent found their jobs interesting, and 100 percent of the respondents indicated that their jobs utilized their talents fairly well to perfectly. Less than one-fifth (16 percent) felt their jobs utilized their training not at all or very little. Examples of tasks performed by the members of this group are:

Develop budgets or budget estimates
Consolidate or justify annual operating budgets
Conduct budget reviews
Manage O&M funds

IVi. ALC Personnel (GRP0210). These 21 members totaled less than one percent of the sample. They were primarily captains and majors, with an average grade of 3.5. The group members were assigned primarily to AFLC (66 percent) and TAC (24 percent). With regard to DAFSC, the largest percentages were 4021/24s (57 percent) or 4096s (28 percent). While the group members were almost equally distributed between AFR 66-1 (24 percent) and AFR 66-5 (19 percent) maintenance organizations, the majority (57 percent) belonged to maintenance organizations other than AFR 66-1 or AFR 66-5 units. Approximately one-fourth (24 percent) of the respondents were rated. Slightly over one-half (52 percent) planned to continue in the 40XX utilization field; while most (90 percent) of the job incumbents reported that their jobs were interesting, approximately one-fifth (19 percent) indicated that their jobs utilized their talents not at all or very little. Over one-fourth of the group (29 percent) felt that their jobs utilized their training not at all or very little. Some examples of tasks performed by ALC personnel are:

Evaluate unit supply discipline
Investigate supply support difficulties
Supervise U.S. Civilian personnel
Coordinate with supply personnel on supply difficulties

Summary

Eighteen job groups, accounting for approximately 85 percent of the survey respondents, were identified. These groups were of four types: (a) Wing Level Maintenance Personnel (8 percent); (b) Squadron Level Maintenance Personnel (31 percent); (c) Staff Action Officers (21 percent); and (d) Independent Groups (25 percent). The remaining 15 percent of the sample performed jobs which were different from those defined in the job groups, as well as different from each other.

DAFSC COMPARISONS ON TASKS PERFORMED

The survey sample was composed of 2,346 respondents representing the population of Aircraft Maintenance and Munitions Officers. The following AFSs were included in the survey:

Maintenance Staff Officer - AFS 401X
Aircraft Maintenance Officer - AFS 402X
Munitions Officer, Munitions - AFS 405XA
Munitions Officer, EOD - AFS 405XB
Aerospace Maintenance Director - AFS 409X

The percentage of the survey sample represented by each AFSC is presented in Table 3. The following is a discussion, organized by AFS, of the tasks performed by personnel in each of the DAFSC groups. Background information for these groups is presented in a subsequent section.

Maintenance Staff Officers

This AFS is composed of two AFSCs: 4011 (entry level) and 4016 (fully qualified). In order to upgrade from 4011 to 4016, a person must meet the following requirements: be fully qualified as an Aircraft Maintenance Officer or Munitions Officer, have completed an entry level maintenance officer course, and have 18 months experience as a Maintenance Staff Officer.

Those personnel with a DAFSC of 4011 or 4016 accounted for 37 percent of the total sample. They were primarily captains and majors with an average grade of 3.4 and 4.3 for 4011 and 4016 respondents, respectively.

Examination of the tasks performed by AFS 401X respondents revealed only minor differences between entry level and fully qualified personnel. Table 5 presents some of the more time consuming tasks for all AFS 401X personnel arranged in descending order of the percent of 4016s performing the tasks. As may be seen from this table, the majority of 401X personnel were performing a variety of administrative and managerial tasks. Note that approximately equal percentages of 4011 and 4016 respondents performed these tasks. Average percent time spent data is not presented since the members of both groups spent approximately equal amounts of time on the tasks.

Aircraft Maintenance Officers

There are two AFSCs in AFS 402X: 4021 (entry level) and 4024 (fully qualified). To upgrade from entry level to fully qualified, a person must complete an aircraft maintenance course and have 18 months experience in aircraft or avionics maintenance assignments.

Personnel with a DAFSC of 4021 or 4024 comprised over 41 percent of the total survey sample. The majority of 4021 respondents were second lieutenants, with an average grade of 1.4. Personnel with a DAFSC of 4024, on the other hand, were primarily first lieutenants or captains, with an average grade of 2.6.

In terms of the actual tasks performed, there were few differences between entry level and fully qualified AFS 402X respondents. Personnel with a DAFSC of 4021 performed a variety of tasks pertaining to the planning and organizing of aircraft maintenance activities, as well as supervisory tasks, such as drafting or writing APRs, endorsing APRs, and counseling personnel on job performance. While DAFSC 4024 personnel performed many of the same tasks as 4021 personnel, they also performed a variety of administrative and managerial tasks which were not common to 4021 respondents. Examples of these tasks are:

Conduct formal briefings
Draft or write background papers, point papers, or talking papers
Assign suspense dates to action items
Draft or write staff studies, staff summary sheets, or position papers
Compile or evaluate information for staff studies, staff summary sheets, or position papers

The fact that 4024 personnel were performing the same tasks as 4021 personnel, with the addition of some administrative and managerial tasks, is highlighted by the average number of tasks performed data: entry level personnel performed an average of 92 tasks, while fully qualified personnel performed an average of 131 tasks. Table 6 presents some of the tasks common to 4021 and 4024 personnel. Note that although approximately equal percentages of 4021 and 4024 respondents performed these tasks, some of the average percent time spent ratings were different for the two groups.

Munitions Officers, Munitions

AFS 405XA includes an entry level AFSC, 4051A, and a fully qualified AFSC, 4054A. Upgrade from 4051A to 4054A is awarded upon completion of the following prerequisites: 18 months experience in munitions assignments and completion of the munitions course.

The 315 respondents in this AFS comprised 13 percent of the total sample. They were the lowest ranking group of respondents in the survey, with an average grade of 1.2 for 4051A incumbents and 2.4 for 4054A incumbents.

Examination of the tasks performed by members of both groups indicated that they were similar in terms of percent members performing and average percent time spent on tasks. Table 7 presents some of the most time consuming tasks for AFS 405XA respondents, as well as the percent members performing these tasks.

Comparing Table 7 with Table 6, one notes that many of the tasks which are most time-consuming for AFS 405XA personnel are identical to the most time-consuming tasks performed by AFS 402X personnel. This would seem to indicate that personnel in the two groups do not differ in terms of tasks performed. It should be noted, however, that these most time-consuming tasks are administrative and managerial rather than technical in nature. Although 402X and 405XA personnel have a number of time-consuming tasks in common, they also have some technical, AFSC-specific tasks which are not performed in common. Tables 8 and 9 present some of the technical tasks

which differentiate 4021 versus 4051A personnel, and 4024 versus 4054A personnel, respectively. Note that these tasks which most clearly differentiate between aircraft maintenance and munitions personnel are, in general, performed by less than 50 percent of either of the groups.

Munitions Officers, EOD

AFS 405XB encompasses two AFSCs: 4051B (entry level) and 4054B (fully qualified). To upgrade from 4051B to 4054B, a person must complete a munitions course, an explosive ordinance disposal course, and have 18 months experience in munitions assignments.

Since there were only two persons in the survey with a DAFSC of 4051B, information will not be presented for these respondents. There were 32 persons with a DAFSC of 4054B in the survey, comprising one percent of the total survey sample. They were primarily first lieutenants and captains, with an average grade of 2.9.

DAFSC 4054B personnel performed a variety of administrative and managerial tasks, as well as tasks specifically related to explosive ordnance disposal. Ten of the most time-consuming tasks for respondents with a DAFSC of 4054B are presented in Table 10, along with the percent members performing these tasks. Note that many of these most time-consuming tasks for 4054B respondents are identical to those listed in Tables 5, 6, and 7 for 401X, 402X, and 405XA respondents, respectively. This is explained by the fact that, as previously noted, administrative and managerial officer tasks are frequently most time-consuming for all respondents, regardless of AFSC. Table 11 presents some of the technical tasks performed by 4054B personnel which differentiate them from 4024 and 4054A respondents.

Aerospace Maintenance Director

AFS 409X includes an entry level AFSC, 4091, and a fully qualified AFSC, 4096. Upgrade from 4091 to 4096 requires fulfillment of the following prerequisites: full qualification as a Maintenance Staff Officer (AFSC 4016), 12 months experience in aerospace maintenance director assignments, and completion of an entry level integrated maintenance officer course.

There were, unfortunately, no 4091 personnel included in the survey sample due to a mailing list error. Personnel with a DAFSC of 4096 comprised six percent of the total sample. Members of this group had the highest average grade of any DAFSC group (5.6), as well as the highest average number of tasks performed (180).

Ten of the most time-consuming tasks for 4096 respondents are listed in Table 12. Note that seven of these tasks are identical to the most time-consuming tasks for 4016 respondents (see Table 5). Overall, there were only minor differences between these two DAFSC groups in terms of the tasks performed.

Summary

Comparisons were made between personnel of various DAFSC groups. Maintenance staff officers and aerospace maintenance directors were similar in terms of the percent members performing tasks, as well as the average percent time spent performing these tasks. Aircraft maintenance officers and munitions officers were also found to be similar; this similarity was due to the large number of administrative and managerial (as opposed to technical) tasks which were performed by large percentages of each group. These administrative and managerial tasks were also found to be quite time-consuming for EOD officers.

TABLE 5

MOST TIME-CONSUMING TASKS PERFORMED BY
AFS 401X PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING	
	DAFSC 4011 (N=177)	DAFSC 4016 (N=700)
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	93	93
CONDUCT INFORMAL BRIEFINGS	93	91
DRAFT OR WRITE MEMORANDA FOR RECORD (MFR) OR BUCK SLIPS	88	89
ADVISE COMMANDERS OR STAFF AGENCIES ON MAINTENANCE MATTERS, SUCH AS CAPABILITIES, PROCEDURES, OR PROGRAMS	88	87
DRAFT OR WRITE MESSAGES FOR ELECTRICAL TRANSMISSION	86	86
COLLECT FEEDBACK THROUGH METHODS, SUCH AS INFORMAL VISITS TO SUBORDINATE SECTIONS	73	79
DRAFT OR WRITE POLICY LETTERS	82	76
REVIEW, APPROVE, OR DISAPPROVE MESSAGES FOR ELECTRICAL TRANSMISSION	75	75
DRAFT OR WRITE BACKGROUND PAPERS, POINT PAPERS, OR TALKING PAPERS	66	66
COMPILE BRIEFING DATA	68	63

TABLE 6

PERCENT MEMBERS PERFORMING AND TIME SPENT DATA OF SELECTED TASKS
FOR AFS 402X PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING		AVERAGE PERCENT TIME SPENT	
	DAFSC 4021 (N=242)	DAFSC 4024 (N=725)	DAFSC 4021 (N=242)	DAFSC 4024 (N=725)
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	86	87	2.6	1.3
CONDUCT INFORMAL BRIEFINGS	73	86	1.3	1.1
COUNSEL PERSONNEL ON JOB PERFORMANCE	69	70	.9	.6
INDORSE OR REVIEW APRs	67	65	1.3	.7
COLLECT FEEDBACK THROUGH METHODS, SUCH AS INFORMAL VISITS TO SUBORDINATE SECTIONS	64	67	1.4	.8
APPROVE OR DISAPPROVE LEAVE REQUESTS	65	70	.7	.5
DRAFT OR WRITE APRs OR SUGGESTED INDORSEMENTS FOR APRs	62	67	1.0	.7
SUPERVISE PRELAUNCH ACTIVITIES	35	28	.8	.4
ANSWER TECHNICAL QUESTIONS FROM SUPERVISORS	59	66	.9	.8
ATTEND NONMAINTENANCE RELATED MEETINGS, SUCH AS EEO PANELS, FACILITY UTILIZATION BOARDS, OR SPORTS COUNCILS	55	50	1.0	.4

TABLE 7

MOST TIME-CONSUMING TASKS PERFORMED BY AFS 405XA PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING: DAFSC 4051A (N=113)	DAFSC 4054A (N=202)
CONDUCT INFORMAL BRIEFINGS	65	84
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	81	79
DRAFT OR WRITE NOMINATIONS FOR AWARDS OR DECORATIONS	58	69
ADVISE COMMANDERS OR STAFF AGENCIES ON MAINTENANCE MATTERS, SUCH AS CAPABILITIES, PROCEDURES OR PROGRAMS	55	68
APPROVE OR DISAPPROVE LEAVE REQUESTS	57	60
COUNSEL PERSONNEL ON JOB PERFORMANCE	68	58
COLLECT FEEDBACK THROUGH METHODS, SUCH AS INFORMAL VISITS TO SUBORDINATE SECTIONS	63	58
CONDUCT UNIT SELF-INSPECTIONS	56	54
INSPECT WORK FACILITIES OR AREAS	58	53
INSPECT PERSONNEL FOR COMPLIANCE WITH AFR 35-10	65	52

TABLE 8

TASKS WHICH MOST CLEARLY DIFFERENTIATE 4021 AND 4051A PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING: DAFSC 4021 (N=242)	DAFSC 4051A (N=113)	DIFFERENCE
SIGN OFF EXCEPTIONAL RELEASES, RED Xs, OR DANGER TAGS	54	20	+34
DOWNGRADE RED Xs	43	12	+31
REVIEW DAILY FLYING DISCREPANCIES	43	15	+28
EVALUATE MAINTENANCE DISCREPANCY WRITE-UPS IN AFTO 781 SERIES FORMS	33	10	+23
SUPERVISE PRELAUNCH ACTIVITIES	35	12	+23
EVALUATE ADEQUACY OF MUNITIONS STORAGE FACILITIES	2	26	-24
COORDINATE WITH SP PERSONNEL ON MUNITIONS CONVOY REQUIREMENTS	2	27	-25
COORDINATE WITH BASE OR MAINTENANCE PERSONNEL ON DELIVERY OF MUNITIONS TO STORAGE OR FLIGHTLINE FACILITIES	7	34	-27
DIRECT OR SUPERVISE MOVEMENT OF MUNITIONS DURING DISASTERS OR EXERCISES	2	29	-27
COORDINATE WITH SP PERSONNEL ON PHYSICAL SECURITY REQUIREMENTS FOR MUNITIONS	3	36	-33

TABLE 9

TASKS WHICH MOST CLEARLY DIFFERENTIATE 4024 AND 4054A PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING: DAFSC 4024 (N=725)	DAFSC 4054A (N=202)	DIFFERENCE
DOWNGRADE RED Xs	46	8	+38
REVIEW DAILY FLYING DISCREPANCIES	42	8	+34
SIGN OFF EXCEPTIONAL RELEASES, RED Xs, OR DANGER TAGS	45	14	+31
REVIEW DAILY FLYING DEVIATIONS OR PRODUCTION REPORTS	37	6	+31
ANALYZE ABORT OR DEVIATION RATES	36	6	+30
COORDINATE WITH SP PERSONNEL ON MUNITIONS CONVOY REQUIREMENTS	3	34	-31
DEVELOP EXPLOSIVE SAFETY PROGRAMS	6	37	-31
DETERMINE STORAGE CAPABILITIES FOR MUNITIONS	2	35	-33
COORDINATE WITH SP PERSONNEL ON PHYSICAL SECURITY REQUIREMENTS FOR MUNITIONS	5	46	-41
EVALUATE ADEQUACY OF MUNITIONS STORAGE FACILITIES	2	46	-44

TABLE 10

MOST TIME-CONSUMING TASKS PERFORMED BY 4054B (EOD) PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING: DAFSC 4054B (N=32)
CONDUCT INFORMAL BRIEFINGS	97
ADVISE COMMANDERS OR STAFF AGENCIES ON MAINTENANCE MATTERS, SUCH AS CAPABILITIES, PROCEDURES, OR PROGRAMS	87
DRAFT OR WRITE MESSAGES FOR ELECTRICAL TRANSMISSION	84
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	75
INSPECT WORK FACILITIES OR AREAS	75
INSPECT PERSONNEL FOR COMPLIANCE WITH AFR 35-10	75
INTERPRET TOs, MANUALS, REGULATIONS, POLICIES, OR PLANS	69
APPROVE OR DISAPPROVE DUTY SCHEDULES	66
APPROVE OR DISAPPROVE LEAVE REQUESTS	66
CONDUCT INSPECTIONS OF SUBORDINATE UNITS, SUCH AS IG INSPECTIONS	22

TABLE 11

TASKS WHICH BEST DIFFERENTIATE 4054B PERSONNEL FROM 4054A AND 4024 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING		
	DAFSC 4054B (N=32)	DAFSC 4054A (N=202)	DAFSC 4024 (N=725)
SUPERVISE DISPOSAL OF WEAPONS OR MUNITIONS	62	6	1
DEFUSE OR DEARM WEAPONS OR MUNITIONS	62	3	1
REVIEW, APPROVE, OR DISAPPROVE EOD PLANS	53	9	2
IDENTIFY HAZARDOUS MUNITIONS ITEMS	50	20	2
DRAFT OR WRITE EOD PLANS	47	1	1
DEMILITARIZE WEAPONS OR MUNITIONS	47	2	1
DRAFT OR WRITE EOD RESPONSE AND NOTIFICATION PROCEDURES	41	1	1
COORDINATE WITH PERSONNEL FROM BASE AGENCIES, SUCH AS SP, FIRE DEPARTMENT, OR EOD ON EMERGENCY PROCEDURES OR PLANS	41	29	14
DIRECT DEMILITARIZATION OF WEAPONS OR MUNITIONS	41	3	1
PERFORM ALERT STANDBY DUTIES	34	12	5

TABLE 12

MOST TIME-CONSUMING TASKS PERFORMED BY AFS 4096 RESPONDENTS

TASKS	PERCENT MEMBERS PERFORMING
	DAFSC 4096 (N=137)
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	98
ADVISE COMMANDERS OR STAFF AGENCIES ON MAINTENANCE MATTERS, SUCH AS CAPABILITIES, PROCEDURES, OR PROGRAMS	95
CONDUCT MAINTENANCE CONFERENCES, MEETINGS, OR WORKING GROUPS	94
CONDUCT INFORMAL BRIEFINGS	94
REVIEW, APPROVE, OR DISAPPROVE MESSAGES FOR ELECTRICAL TRANSMISSION	89
DRAFT OR WRITE MFRs OR BUCK SLIPS	89
DRAFT OR WRITE MESSAGES FOR ELECTRICAL TRANSMISSION	85
REVIEW, APPROVE, OR DISAPPROVE POLICY LETTERS	84
COLLECT FEEDBACK THROUGH METHODS, SUCH AS INFORMAL VISITS TO SUBORDINATE SECTIONS	81
ANSWER TECHNICAL QUESTIONS FROM SUPERIORS	69

DAFSC COMPARISONS ON BACKGROUND INFORMATION

While the previous section compared various DAFSC groups in terms of the tasks performed, this section deals with background information for personnel in these same DAFSC groups. Table 13 presents a summary of certain background information, such as, sex, aeronautical rating status, and career plans, for respondents in each DAFSC. Additional background information is presented in the discussion and tables that follow.

Maintenance Staff Officers

There were 877 respondents in the survey with a DAFSC of 4011 or 4016. Almost one-fourth of these maintenance staff officers were rated, compared to less than 10 percent for aircraft maintainers (DAFSC 4021/24) and less than five percent for munitions officers (DAFSC 4051A/54A). Only three percent of the entry level staff officers were females, while none of the 4016s were female.

An examination of the indicators of job satisfaction revealed officers with a DAFSC of 4011 and those with a DAFSC of 4016 to be about equally satisfied in their jobs. As can be seen in Table 13, 88 percent of both groups found their jobs interesting, while only ten percent felt that their jobs were dull or so-so. Similarly, 64 percent of the 4011 members felt that their jobs utilized their talents fairly well to very well, while for 4016 members the corresponding statistic was 55 percent. Concerning utilization field plans, however, respondents in the two groups were somewhat different. Only 49 percent of 4011 personnel indicated that they planned to remain in the 40XX utilization field, versus 64 percent for 4016 personnel.

The responses of 4011 and 4016 personnel to the background questions were further examined in order to determine what type of maintenance background, aircraft or munitions, most of the staff officers had. As can be seen in Table 14, 43 percent of 4011 personnel held a primary AFSC of 4021 or 4024, while only 16 percent held a primary AFSC of 4051 or 4054. For 4016 personnel, the corresponding statistics were six percent and two percent, respectively. These low percentages for 4016 personnel are explained by the fact that 81 percent of these officers listed 4011 or 4016 as their primary AFSC. Concerning area of expertise, almost one-half of each group indicated that their area of expertise was aircraft, while less than one-fifth of each group indicated that their area of expertise was munitions.

In order to determine if there were differences between the maintenance staff officers with munitions versus aircraft maintenance backgrounds, the 401X respondents who indicated they had attended the basic aircraft maintenance officer course were contrasted to the officers who indicated they had attended the basic munitions officer course. (This definition of aircraft versus munitions maintenance staff officers was agreed upon by participants at the 40XX data users conference held at the Occupational Measurement Center in August 1980. See Appendix B for the list of conferees.) A comparison of these two groups across all of the background questions revealed few differences, as can be seen from Table 15. Note that 14 percent of the aircraft 401X officers and 10 percent of the munitions 401X officers indicated that their jobs utilized their training not at all or very little.

These two groups were also examined in terms of the tasks they performed; only minor differences were found. Of all the tasks performed by members of both groups, there were less than 40 tasks for which differences in percent members performing were greater than 20 percent. The tasks which most clearly differentiated the two groups are presented in Table 16. Note that most of these diffentiating tasks are performed by less than 50 percent of either group. These differences are minor because, in general, similar percentages of both groups were performing a variety of typical staff officer type tasks and the differentiating tasks accounted for relatively small amounts of duty time.

Aircraft Maintenance Officers

These 967 respondents comprised the largest DAFSC group in the survey sample. They were mostly males, although almost one-fourth of the 4021 officers and almost 10 percent of the 4024 personnel were females. In terms of aeronautical rating status, less than 10 percent of the aircraft maintainers were rated.

Concerning indicators of job satisfaction, the members of both groups seemed relatively satisfied with their jobs: 85 percent of 4021 respondents and 84 percent of 4024 respondents indicated that their jobs were interesting. The members of the two groups were also similar in terms of their utilization field plans, as can be seen from Table 13. Concerning the extent to which they felt their jobs utilized their training, 25 percent of 4021 personnel and 22 percent of 4024 personnel felt that their jobs utilized their training not at all or very little.

Because these relatively large percentages of 402X personnel felt there was little or no relationship between their jobs and their training, further analysis was required. Additional background information for these 4021 or 4024 officers who were dissatisfied with their training is presented in Table 17. One fact to keep in mind is that this background question did not specify what type of training the respondents were rating. Hence, some people may have interpreted the question to mean college level training, whereas others might have interpreted it to mean formal Air Force training.

Rated officers and females seem to be slightly over represented in these two groups of training dissatisfied personnel. Females, for example, comprised 32 percent of the 4021 personnel who felt that their jobs did not utilize their training, and 16 percent of the 4024 personnel who felt that their jobs did not utilize their training. Looking at all 402X officers, however, females made up only 24 percent of the 4021s and nine percent of the 4024s. In terms of job interest, about one-fifth of the 402X personnel who were dissatisfied with the relationship between their jobs and training felt that their jobs were extremely dull to fairly dull. About 60 percent, however, found their jobs interesting.

The 4021 dissatisfied personnel were mostly second lieutenants (73 percent), while the 4024 dissatisifed personnel were mostly captains (55 percent). In terms of major command to which assigned, the dissatisfied 402X personnel were represented across all of the MAJCOMs in approximately equal

percentages to all 402X officers. These dissatisfied officers were also distributed among the types of maintenance organizations in similar percentages to all 402X officers.

Information concerning their training and educational backgrounds is presented in Table 18. As may be seen from this table, 87 percent of these 4021 personnel and 83 percent of these 4024 personnel had attended an aircraft maintenance officer course. Only five percent of the 4021s and two percent of the 4024s had attended no maintenance officer courses at all. Note that 17 percent of these fully qualified aircraft maintenance officers, and three percent of the entry level aircraft maintenance officers indicated that they had attended the maintenance staff officer course. Most of these 402X officers who were dissatisfied with the relationship between their jobs and their training, as was true with all 402X officers surveyed, majored in biological or natural science, business administration, education, or social science.

Munitions Officers, Munitions

There were 315 officers in the survey with a DAFSC of 4051A or 4054A. Almost all of these munitions officers (98 percent) were nonrated. Twenty-four percent of the 4051A officers and 15 percent of the 4054A officers were females; thus, munitions officers had the largest concentration of female officers of any of the DAFSC groups.

Personnel with a DAFSC of 4051A or 4054A were the least satisfied of all the DAFSC groups with their jobs: 25 percent of 4054A officers and 17 percent of 4051A officers reported that their jobs were dull or so-so (See Table 13). In terms of utilization field plans, 32 percent of the entry level and 40 percent of the fully qualified munitions officers plan to retrain to other utilization fields. A similar trend of dissatisfaction is evidenced by the fact that 36 percent of 4051A and 23 percent of 4054A respondents felt that their jobs utilized their training not at all or very little.

As with aircraft maintenance officers, further analysis was done on the groups of 4051A and 4054A personnel who felt that their jobs did not utilize their training well. Once again, it must be realized that this background question did not specify what type of training the respondents were rating, and hence, could be interpreted in different ways by persons taking the survey.

Table 19 presents some background information on the 4051A and 4054A respondents who indicated that their jobs utilized their training not at all or very little. Comparison of Tables 13 and 19 shows that both females and rated officers appear in approximately equal percentages in the dissatisfied groups as they did in the 405XA groups overall. More than half of the dissatisfied 4054A personnel found their jobs dull or so-so, while 73 percent of the dissatisfied 4051A personnel found their jobs interesting. Similarly, only 59 percent of the dissatisfied 4054A officers planned to stay in the Air Force for retirement, while for 4051A personnel the corresponding statistic was 71 percent.

An examination of the educational backgrounds of the 405XA personnel who felt that their jobs utilized their training not at all or very little revealed that they were similar to the dissatisfied 402X personnel. The majority, for example, had specialized in biological or natural science, business administration, education, or social science in college (See Table 20). Concerning formal training since entering the Air Force, 85 percent of the 4051A personnel and 100 percent of the 4054A personnel had attended the basic munitions officer course.

Munitions Officers, EOD

The 32 4054B survey respondents comprised the smallest of all DAFSC groups. They were all nonrated, and only 3 percent were females. As can be seen from Table 13, the members of this group seemed to be more satisfied with their jobs than members of any other DAFSC group in the survey: 97 percent of the 4054B respondents felt that their jobs were interesting. They were also satisfield with the relationship between their training and their jobs, with 63 percent indicating that their jobs utilized their training fairly well to very well. Interestingly, only slightly more than one-third (34 percent) of the 4054B personnel planned to continue in the 40XX utilization field.

Aerospace Maintenance Directors

There were 137 respondents in the survey with a DAFSC of 4096. All of these officers were male. As can be seen from Table 13, 68 percent of 4096 personnel were rated compared to only 21 percent for 4016 personnel. Although most of the aerospace maintenance directors found their jobs interesting (88 percent), 16 percent felt that their jobs utilized their training not at all or very little. Fifty-nine percent planned to continue in the 40XX utilization field, and, not surprisingly, all of the 4096 respondents intended to stay in the Air Force until retirement.

Information concerning the maintenance courses attended and college majors of aerospace maintenance directors is presented in Table 21. Over half (59 percent) had attended an aircraft maintenance officer course, compared to only six percent who had attended a munitions officer course. Although 33 percent had attended the maintenance staff officer course, almost one-fourth (24 percent) had attended no maintenance courses at all. It is interesting to note that 12 percent held no bachelor's degree. Of those aerospace maintenance directors who did have a college degree, most had specialized in business administration, engineering, management, or social science.

Summary

The responses of personnel in each DAFSC group to background questions were compared. Aerospace maintenance directors and maintenance staff officers were similar across all of the background variables, with the exception that only 22 percent of 401X personnel were rated, compared to 68 percent of 4096 personnel. Background information for 401X personnel with

munitions versus aircraft maintenance backgrounds was also compared; differences between these two groups were negligible. Similarly, there were only minor differences between entry level versus fully qualified aircraft maintenance officers, with the same being true for munitions officers. Comparing 402X and 405XA personnel, munitions officers appeared to be less satisfied with their jobs than were aircraft mintenance officers. EOD personnel were the most satisfied of any DAFSC group.

TABLE 13
SELECTED BACKGROUND INFORMATION FOR DAFSC GROUPS

BACKGROUND VARIABLES	PERCENT MEMBERS RESPONDING							
	DAFSC 4011 (N=177)	DAFSC 4016 (N=700)	DAFSC 4021 (N=242)	DAFSC 4024 (N=725)	DAFSC 4051A (N=113)	DAFSC 4054A (N=202)	DAFSC 4054B (N=32)	DAFSC 4096 (N=137)
SEX								
MALE	97	100	76	91	76	85	97	100
FEMALE	3	-	24	9	24	15	3	-
AERONAUTICAL RATING STATUS								
RATED	28	21	12	8	3	2	-	68
NONRATED	72	79	88	92	97	98	100	32
EXPRESSED JOB INTEREST								
EXTREMELY DULL TO FAIRLY DULL	3	5	7	6	11	12	3	6
SO-SO	7	5	7	9	6	13	-	5
FAIRLY INTERESTING TO VERY INTERESTING	88	88	85	84	83	75	97	88
NO RESPONSE	2	2	1	1	-	-	-	1
PERCEIVED UTILIZATION OF TALENTS								
NOT AT ALL OR VERY LITTLE	9	9	22	15	33	21	9	10
FAIRLY WELL TO VERY WELL	64	55	56	64	58	59	63	47
EXCELLENTLY OR PERFECTLY	26	35	22	20	9	19	28	41
NO RESPONSE	1	1	-	1	-	1	-	2

TABLE 13 (CONTINUED)

SELECTED BACKGROUND INFORMATION FOR DAFSC GROUPS

BACKGROUND VARIABLES	PERCENT MEMBERS RESPONDING							
	DAFSC 4011 (N=177)	DAFSC 4016 (N=700)	DAFSC 4021 (N=242)	DAFSC 4024 (N=725)	DAFSC 4051A (N=113)	DAFSC 4054A (N=202)	DAFSC 4054B (N=32)	DAFSC 4096 (N=137)
PERCEIVED UTILIZATION OF TRAINING								
NOT AT ALL OR VERY LITTLE	18	13	25	22	36	23	9	16
FAIRLY WELL TO VERY WELL	65	57	61	63	56	60	63	45
EXCELLENTLY OR PERFECTLY	17	29	14	14	7	15	28	38
NO RESPONSE	-	1	-	1	1	2	-	1
UTILIZATION FIELD PLANS								
CONTINUE IN 40XX	49	64	30	40	24	22	34	59
CROSSTRAIN TO ANOTHER FIELD	12	11	22	22	32	40	28	8
NOT SURE	11	7	32	19	29	23	16	9
OTHER	28	18	16	19	15	15	22	24
CAREER INTENTIONS								
SEPARATE OR PROBABLY SEPARATE BEFORE RETIREMENT	9	2	27	18	26	27	22	-
STAY OR PROBABLY STAY FOR RETIREMENT	91	98	73	81	72	72	75	100
OTHER	-	-	-	1	2	1	3	-

TABLE 14

ADDITIONAL BACKGROUND INFORMATION FOR MAINTENANCE STAFF OFFICERS

BACKGROUND VARIABLES	PERCENT MEMBERS RESPONDING DAFSC 4011 (N=177)	DAFSC 4016 (N=700)
PRIMARY AFSC		
4021/24	43	6
4051/54	16	2
AREA OF EXPERTISE*		
AIRCRAFT	47	46
MUNITIONS	16	14
AVIONICS	9	7
AIRCRAFT AND MUNITIONS	8	7
AIRCRAFT AND AVIONICS	14	18
MUNITIONS AND AVIONICS	2	1
AIRCRAFT, MUNITIONS, AND AVIONICS	7	8
MAINTENANCE COURSES ATTENDED*		
BASIC AIRCRAFT MAINTENANCE COURSE	36	48
AIRCRAFT MAINTENANCE COURSE, ACCELERATED	19	12
AIRCRAFT MAINTENANCE FOR MUNITIONS OFFICER COURSE	6	2
BASIC MUNITIONS OFFICER COURSE	24	19
MUNITIONS FOR AIRCRAFT MAINTENANCE OFFICER COURSE	5	3
MAINTENANCE STAFF OFFICER COURSE	21	49
SURFACE EOD COURSE	1	5
AVIONICS MAINTENANCE COURSE	10	13
NONE	9	5

*MAY NOT SUM TO 100 PERCENT BECAUSE MULTIPLE RESPONSES WERE POSSIBLE

TABLE 15

BACKGROUND INFORMATION FOR AIRCRAFT VERSUS MUNITIONS MAINTENANCE STAFF OFFICERS

BACKGROUND VARIABLES	PERCENT MEMBERS RESPONDING	
	AIRCRAFT* (N=402)	MUNITIONS** (N=174)
GRADE		
0-1 TO 0-3	22	25
0-4	55	49
0-5	23	23
0-6	-	3
JOB INTEREST		
EXTREMELY DULL TO FAIRLY DULL	5	3
SO-SO	5	7
FAIRLY INTERESTING TO VERY INTERESTING	88	88
NO RESPONSE	2	2
PERCEIVED UTILIZATION OF TRAINING		
NOT AT ALL OR VERY LITTLE	14	10
FAIRLY WELL TO VERY WELL	56	61
EXCELLENTLY OR PERFECTLY	29	29
NO RESPONSE	1	-
INDICATED AREA OF EXPERTISE		
AIRCRAFT	67	2
MUNITIONS	-	68
AIRCRAFT AND MUNITIONS	4	24
AIRCRAFT AND AVIONICS	20	-
MUNITIONS AND AVIONICS	1	1
AIRCRAFT, MUNITIONS, AND AVIONICS	8	5

* DEFINED AS 401X OFFICERS WHO HAD ATTENDED THE BASIC AIRCRAFT MAINTENANCE OFFICER COURSE

**DEFINED AS 401X OFFICERS WHO HAD ATTENDED THE BASIC MUNITIONS OFFICER COURSE

TABLE 16

DIFFERENTIATING TASKS FOR AIRCRAFT VERSUS MUNITIONS MAINTENANCE STAFF OFFICERS

TASKS	PERCENT MEMBERS PERFORMING		DIFFERENCE
	AIRCRAFT* (N=402)	MUNITIONS** (N=174)	
ANALYZE ABORT OR DEVIATION RATES	52	13	+39
REVIEW DAILY FLYING DEVIATIONS OR PRODUCTION REPORTS	44	11	+33
ANALYZE CAUSES OF PRODUCTION DELAYS	51	20	+31
COMPARE UNIT PRODUCTION, SUCH AS UTE RATES, MICAP OR SCHEDULING EFFECTIVENESS WITH MAJCOM STANDARDS	37	7	+30
REVIEW FLYING OR MAINTENANCE SCHEDULES	54	25	+29
COORDINATE WITH SP PERSONNEL ON SECURITY PLANS FOR CONVENTIONAL OR SPECIAL WEAPONS	6	36	-30
RESEARCH PROCEDURES USED WITH SPECIAL WEAPONS	3	34	-31
COORDINATE WITH OPERATIONS PERSONNEL ON MUNITIONS REQUIREMENTS	11	44	-33
COORDINATE WITH SP PERSONNEL ON PHYSICAL SECURITY REQUIREMENTS FOR MUNITIONS	7	46	-39
EVALUATE ADEQUACY OF MUNITIONS STORAGE FACILITIES	4	48	-44

* DEFINED AS 401X OFFICERS WHO HAD ATTENDED THE BASIC AIRCRAFT MAINTENANCE OFFICER COURSE

**DEFINED AS 401X OFFICERS WHO HAD ATTENDED THE BASIC MUNITIONS OFFICER COURSE

TABLE 17

ADDITIONAL BACKGROUND INFORMATION FOR 402X PERSONNEL WHO INDICATED THAT THEIR JOBS UTILIZED THEIR TRAINING NOT AT ALL OR VERY LITTLE

BACKGROUND VARIABLES	PERCENT MEMBERS RESPONDING DAFSC 4021 (N=60)	DAFSC 4024 (N=161)
SEX		
MALE	68	84
FEMALE	32	16
AERONAUTICAL RATING STATUS		
RATED	17	13
NONRATED	83	87
EXPRESSED JOB INTEREST		
EXTREMELY DULL TO FAIRLY DULL	23	20
SO-SO	15	22
FAIRLY INTERESTING TO VERY INTERESTING	60	57
NO RESPONSE	2	1
UTILIZATION FIELD PLANS		
CONTINUE IN 40XX	22	27
CROSSTRAIN TO ANOTHER FIELD	32	33
NOT SURE	22	17
OTHER	24	23
CAREER INTENTIONS		
SEPARATE OR PROBABLY SEPARATE BEFORE RETIREMENT	40	27
STAY OR PROBABLY STAY FOR RETIREMENT	60	72
OTHER	-	1
TYPE OF MAINTENANCE ORGANIZATION ASSIGNED		
AFR 66-1	48	33
AFR 66-5	40	29
NONE OR OTHER	12	38

TABLE 18

TRAINING AND EDUCATONAL BACKGROUNDS OF 402X PERSONNEL WHO INDICATED THAT THEIR JOBS UTILIZED THEIR TRAINING NOT AT ALL OR VERY LITTLE

	PERCENT MEMBERS RESPONDING	
	DAFSC 4021 (N=60)	DAFSC 4024 (N=161)
MAINTENANCE COURSES ATTENDED*		
BASIC AIRCRAFT MAINTENANCE COURSE	67	74
AIRCRAFT MAINTENANCE COURSE, ACCELERATED	15	8
AIRCRAFT MAINTENANCE FOR MUNITIONS OFFICER COURSE	5	1
BASIC MUNITIONS OFFICER COURSE	12	5
MUNITION FOR AIRCRAFT MAINTENANCE OFFICER COURSE	-	4
MAINTENANCE STAFF OFFICER COURSE	3	17
SURFACE EOD COURSE	2	1
AVIONICS MAINTENANCE COURSE	-	11
NONE	5	2
AREA OF SPECIALIZATION OF UNDERGRADUATE DEGREE*		
BIOLOGICAL OR NATURAL SCIENCE	17	15
BUSINESS ADMINISTRATION	13	14
EDUCATION	13	21
ENGINEERING	10	7
FINE ARTS	3	8
HUMANITIES	7	5
MANAGEMENT	10	7
SOCIAL SCIENCE	15	28

*MAY NOT SUM TO 100 PERCENT BECAUSE MULTIPLE RESPONSES WERE POSSIBLE

TABLE 19

ADDITIONAL BACKGROUND INFORMATION FOR 405XA PERSONNEL WHO INDICATED THAT THEIR JOBS UTILIZED THEIR TRAINING NOT AT ALL OR VERY LITTLE

BACKGROUND VARIABLES	PERCENT MEMBERS RESPONDING	
	DAFSC 4051A (N=41)	DAFSC 4054A (N=47)
SEX		
MALE	27	19
FEMALE	73	81
AERONAUTICAL RATING STATUS		
RATED	2	2
NONRATED	98	98
EXPRESSED JOB INTEREST		
EXTREMELY DULL TO FAIRLY DULL	22	30
SO-SO	5	23
FAIRLY INTERESTING TO VERY INTERESTING	73	47
UTILIZATION FIELD PLANS		
CONTINUE IN 40XX	17	11
CROSSTRAIN TO ANOTHER FIELD	34	45
NOT SURE	24	21
OTHER	25	23
CAREER INTENTIONS		
SEPARATE OR PROBABLY SEPARATE BEFORE RETIREMENT	29	41
STAY OF PROBABLY STAY FOR RETIREMENT	71	59
TYPE OF MAINTENANCE ORGANIZATION ASSIGNED		
AFR 66-1	32	19
AFR 66-5	48	30
NONE OR OTHER	20	51

TABLE 20

TRAINING AND EDUCATIONAL BACKGROUNDS OF 405XA PERSONNEL WHO INDICATED THAT THEIR JOBS UTILIZED THEIR TRAINING NOT AT ALL OR VERY LITTLE

	PERCENT MEMBERS RESPONDING	
	DAFSC 4051A (N=41)	DAFSC 4054A (N=47)
MAINTENANCE COURSES ATTENDED*		
BASIC AIRCRAFT MAINTENANCE COURSE	10	2
AIRCRAFT MAINTENANCE COURSE, ACCELERATED	-	-
AIRCRAFT MAINTENANCE FOR MUNITIONS OFFICER COURSE	5	11
BASIC MUNITIONS OFFICER COURSE	85	100
MUNITIONS FOR AIRCRAFT MAINTENANCE OFFICER COURSE	7	-
MAINTENANCE STAFF OFFICER COURSE	2	6
SURFACE EOD COURSE	-	2
AVIONICS MAINTENANCE COURSE	2	-
NONE	2	-
AREAS OF SPECIALIZATION UNDERGRADUATE DEGREE*		
BIOLOGICAL OR NATURAL SCIENCE	17	15
BUSINESS ADMINISTRATION	5	15
EDUCATION	15	19
ENGINEERING	7	2
GENERAL STUDIES	12	2
HUMANITIES	7	9
MANAGEMENT	10	11
MATHEMATICS OR PHYSICAL SCIENCE	12	6
SOCIAL SCIENCE	29	19

* MAY NOT SUM TO 100 PERCENT BECAUSE MULTIPLE RESPONSES WERE POSSIBLE

TABLE 21

TRAINING AND EDUCATIONAL BACKGROUNDS OF 4096 PERSONNEL

	PERCENT MEMBERS RESPONDING
	DAFSC 4096 (N=137)
MAINTENANCE COURSES ATTENDED *	
BASIC AIRCRAFT MAINTENANCE COURSE	28
AIRCRAFT MAINTENANCE OFFICER COURSE, ACCELERATED	29
AIRCRAFT MAINTENANCE FOR MUNITIONS OFFICER COURSE	2
BASIC MUNITIONS OFFICER COURSE	5
MUNITIONS FOR AIRCRAFT MAINTENANCE OFFICER COURSE	1
MAINTENANCE STAFF OFFICER COURSE	33
SURFACE EOD COURSE	2
AVIONICS MAINTENANCE COURSE	10
NONE	24
AREA OF SPECIALIZATION OF UNDERGRADUATE DEGREE *	
NO UNDERGRADUATE DEGREE	12
BUSINESS ADMINISTRATION	27
EDUCATION	7
ENGINEERING	15
MANAGEMENT	13
MATHEMATICS OR PHYSICAL SCIENCE	7
SOCIAL SCIENCE	10

* MAY NOT SUM TO 100 PERCENT BECAUSE MULTIPLE RESPONSES WERE POSSIBLE

AFR 66-1 AND AFR 66-5 COMPARISONS ON TASKS PERFORMED

There is a great deal of controversy in the 40XX utilization field concerning differences in the utilization of personnel assigned to AFR 66-1 versus AFR 66-5 maintenance organizations. Occupational survey data can address this issue through comparisons of the tasks performed by personnel assigned at wing level or below in certain paygrades and DAFSCs in each of the two types of maintenance organizations. Comparisons of the tasks performed by munitions versus aircraft maintenance officers in AFR 66-1 units, as well as munitions versus aircraft maintenance officers in AFR 66-5 units, are particularly important.

One problem in conducting these types of comparisons is that many tasks are performed by high percentages of personnel in any group, regardless of DAFSC or type of maintenance organization to which assigned. These "core" tasks are administrative, supervisory, or managerial in nature, and hence performed by the majority of officers surveyed. Examples of adminisistrative, managerial, or supervisory tasks common to 40XX company grade officers are presented in Table 22. These tasks were not only performed by most of the company grade officers, but they were also rather time consuming, taking up almost 10 percent of the job times for each of those groups listed in the table. Table 23 lists some of the tasks which were common to 40XX field grade officers. These tasks also accounted for approximately 10 percent of each group's job time. Note that occupational survey data are only concerned with the tasks performed and time spent, not the skills, knowledge, or experience required to perform the tasks.

Because these administrative, managerial, or supervisory tasks were performed by large percentages of each group and were quite time-consuming, the differences between personnel in AFR 66-1 and AFR 66-5 units centered, with few exceptions, on tasks that were not time-consuming and were not performed by large percentages of personnel. Following is a discussion of the results of the comparisons between AFR 66-1 and AFR 66-5 personnel in terms of the tasks performed. Additional information concerning these comparisons is presented in Appendix C.

Aircraft Maintenance Officers

The following groups of wing level or below personnel with DAFSCs of 4021 or 4024 were compared:

I. 0-1 or 0-2 in AFR 66-1 versus 0-1 or 0-2 in AFR 66-5
II. 0-3 in AFR 66-1 versus 0-3 in AFR 66-5

There were not enough 402X majors in the survey sample assigned at wing level or below to make valid comparisons between the two types of maintenance organizations for officers at that grade level.

The company grade comparisons indicated that there were only minor differences, in terms of tasks performed, between aircraft maintainers in AFR 66-1 units and aircraft maintainers in AFR 66-5 units. The tables in

Appendix C presents examples of the tasks performed by similar percentages of personnel in the groups compared, as well as some of the tasks which differentiate among the groups compared. Concerning the first comparison, there were only 10 tasks for which the differences in percent members performing between the two groups were greater than 20 percent; the largest difference was 30 percent. Similarly, there were only 13 tasks which showed large (that is, greater than 20 percent) differences between AFR 66-1 and AFR 66-5 aircraft maintenance captains.

In summary, differences in the tasks performed by aircraft maintainers in AFR 66-1 and those performed by aircraft maintainers in AFR 66-5 were negligible. Since those differences found involved tasks performed by small percentages of personnel and which accounted for very small amounts of time, it appears that the majority of aircraft maintenance personnel in AFR 66-1 do not perform different tasks from the majority of aircraft maintenance personnel in AFR 66-5.

Munitions Officers, Munitions

The tasks performed by O-1s or O-2s with a DAFSC of 4051A or 4054A in AFR 66-1 organizations were compared to those tasks performed by O-1s or O-2s with a DAFSC of 4051A or 4054A in AFR 66-5 organizations. Due to the small number of munitions captains and majors in the survey sample, it was not possible to make comparisons between the two types of maintenance organizations for those personnel.

Differences between the tasks performed by first or second lieutenant munitions officers assigned to units organized under AFR 66-1 versus AFR 66-5 were negligible. Members of both groups were doing a number of administrative, evaluative, and safety type tasks. Examples of these tasks are presented in Appendix C, Table 5. Of all the tasks performed by members of either group, there were only 12 tasks with differences in percent members performing greater than 20 percent; the largest difference was 29 percent. As was found in previous comparisons, the tasks which most clearly differentiated between the groups were, in general, performed by small percentages of either group and account for very little time (see Appendix C, Table 6).

Munitions and Aircraft Maintenance Officers Within AFR 66-1 and Within AFR 66-5

The following groups of wing level or below personnel were compared:

I. O-1 or O-2 DAFSC 4021/24 in AFR 66-1 versus O-1 or O-2 DAFSC 4051A/54A in AFR 66-1
II. O-1 or O-2 DAFSC 4021/24 in AFR 66-5 versus O-1 or O-2 DAFSC 4051A/54A in AFR 66-5

The goal of these comparisons was to determine if munitions officers in AFR 66-1 were doing different tasks from aircraft maintenance officers in AFR 66-1, with the same comparisons being made for AFR 66-5 personnel. Captains were not compared because as previously mentioned, there were so few munitions captains in the survey sample.

Of all the tasks performed by first or second lieutenant aircraft maintainers or munitions officers in AFR 66-1 units, there were only 50 tasks which resulted in differences in percent members performing of greater than 20 percent. The tasks which most clearly differentiate between the two groups are listed in Table 24. Note that the munitions tasks which most clearly differentiate between the two groups (last five listed in Table 24) were all performed by less than half of the munitions officers.

Table 25 presents those tasks which most clearly differentiate between O-1s or O-2s with DAFSC 4021/24 versus 4051A/54A in AFR 66-5 units. There were 58 tasks which showed differences in percent members performing of greater than 20 percent. More AFR 66-5 first or second lieutenant munitions officers performed aircraft maintenance tasks than did AFR 66-1 first or second lieutenant munitions officers. For example, the task "review daily flying discrepancies" was performed by one-fourth of O-1 or O-2 munitions officers in AFR 66-5, compared to only one percent of the O-1 or O-2 munitions officers under AFR 66-1. However, few of the aircraft maintainers in AFR 66-1 organizations, as well as few of the aircraft maintainers in AFR 66-5 organizations, performed munitions tasks. This is evidenced by the low percentages of DAFSC 4021/24 personnel in Tables 24 and 25 who performed the last five tasks listed in each table.

Maintenance Staff Officers

The following comparisons were made for wing level or below personnel with a DAFSC 4011 or 4016:

I. O-3 in AFR 66-1 versus O-3 in AFR 66-5
II. O-4 in AFR 66-1 versus O-4 in AFR 66-5
III. O-5 in AFR 66-1 versus O-5 in AFR 66-5

Colonels with a DAFSC of 4011 or 4016 were not included because there were not enough to compare between the two types of maintenance organization.

Overall, these comparisons indicate that differences in the tasks performed by maintenance staff officers under AFR 66-1 versus AFR 66-5 were negligible. As may be seen from Tables 7, 9, and 11 in Appendix C, all of the maintenance staff officers were performing managerial and supervisory type tasks.

Concerning differences, for captain maintenance staff officers in AFR 66-1 units versus AFR 66-5 units there were 37 tasks for which differences between percent member performing were greater than 20 percent; for majors there were 10 tasks with large differences; for lieutenant colonels there were 18 tasks with large differences. Tables 8, 10, and 12 in Appendix C list those tasks which most clearly differentiate between maintenance staff officers of each paygrade in AFR 66-1 versus AFR 66-5 organizations.

Aerospace Maintenance Directors

The following groups of wing level or below personnel with a DAFSC of 4096 were compared:

I. O-5 in AFR 66-1 versus O-5 in AFR 66-5
II. O-6 in AFR 66-1 versus O-6 in AFR 66-5

In contrast to all of the other previous comparisons, many large differences were found among aerospace maintenance directors in AFR 66-1 units versus AFR 66-5 units. Of the 544 tasks performed by lieutenant colonels in either type of maintenance organization, almost one-fourth (141) of the tasks had differences between percent members performing which were greater than 20 percent. Similarly, for colonels in AFR 66-1 versus AFR 66-5 units there were 120 tasks which showed large differences in percent members performing. As can be seen from Tables 26 and 27, which present the tasks which most clearly differentiate between each of the two paygrades of aerospace maintenance directors in AFR 66-1 and AFR 66-5, the differentiating tasks were generally performed by large percentages of personnel. Thus, it appears that the majority of AFR 66-1 aerospace maintenance directors are performing tasks quite different from those tasks performed by the majority of AFR 66-5 aerospace maintenance directors.

Summary

Comparisons of the tasks performed by personnel of various paygrades and DAFSCs in AFR 66-1 and AFR 66-5 maintenance organizations revealed large differences only for aerospace maintenance directors. The utilization of aircraft maintenance officers and munitions officers, as assessed through the tasks performed, did not differ from one type of maintenance organization to the other. Similarly, there were few differences in the tasks performed by aircraft maintenance officers versus munitions officers within AFR 66-1, as well as between aircraft maintenance officers versus munitions officers within AFR 66-5. These results indicate that the differences between AFR 66-1 and AFR 66-5 units appear only at the upper management level, and not at the lower supervisory or intermediate management levels.

TABLE 22

EXAMPLES OF TASKS PERFORMED BY COMPANY GRADE OFFICERS ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 AND 66-5 ORGANIZATIONS

(PERCENT MEMBERS PERFORMING)

	AFR 66-1					AFR 66-5				
TASK	0-1 OR 0-2 4021/24 (N=219)	0-1 OR 0-2 4051A/54A (N=71)	0-3 4021/24 (N=110)	0-3 4051A/54A (N=14)	0-3 4011/16 (N=38)	0-1 OR 0-2 4021/24 (N=120)	0-1 OR 0-2 4051A/54A (N=57)	0-3 4021/24 (N=87)	0-3 4051A/54A (N=10)	0-3 4011/16 (N=29)
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	88	83	92	79	92	91	89	92	90	93
COLLECT FEEDBACK THROUGH METHODS, SUCH AS INFORMAL VISITS TO SUBORDINATE SECTIONS	67	59	71	79	87	68	68	74	70	96
CONDUCT INFORMAL BRIEFINGS	76	82	85	79	87	84	70	91	80	93
COUNSEL PERSONNEL ON JOB PERFORMANCE	74	75	83	86	97	81	70	94	70	90
DRAFT OR WRITE APRs OR SUGGESTED INDORSEMENTS FOR APRs	64	69	86	79	82	73	67	87	90	93
DRAFT OR WRITE LETTERS OF APPRECIATION OR REPRIMAND	68	62	72	71	76	69	60	84	80	76
DRAFT OR WRITE NOMINATIONS FOR AWARDS OR DECORATIONS	66	65	81	86	84	77	58	87	80	79
INDORSE OR REVIEW APRs	72	76	84	93	89	77	57	87	80	93
INSPECT PERSONNEL FOR COMPLIANCE WITH AFR 35-10	68	68	72	71	74	63	63	84	100	76
INSPECT WORK FACILITIES OR AREAS	51	70	59	71	71	63	63	83	70	66

TABLE 23

EXAMPLES OF TASKS PERFORMED BY FIELD GRADE OFFICERS ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 AND AFR 66-5 ORGANIZATIONS

(PERCENT MEMBERS PERFORMING)

TASKS	AFR 66-1				AFR 66-5			
	0-4 4011/16 (N=122)	0-5 4011/16 (N=104)	0-5 4096 (N=12)	0-6 4096 (N=31)	0-4 4011/16 (N=76)	0-5 4011/16 (N=51)	0-5 4096 (N=11)	0-6 4096 (N=13)
ADVISE COMMANDERS OR STAFF AGENCIES ON MAINTENANCE MATTERS, SUCH AS CAPABILITIES, PROCEDURES, OR PROGRAMS	92	93	100	100	92	82	82	100
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	94	100	100	100	99	98	100	100
COLLECT FEEDBACK THROUGH METHODS, SUCH AS INFORMAL VISITS TO *SUBORDINATE SECTIONS*	83	87	92	94	88	92	91	85
CONDUCT INFORMAL BRIEFINGS	93	91	100	87	91	92	100	85
CONDUCT MAINTENANCE CONFERENCES, MEETINGS, OR WORKING GROUPS	86	90	100	87	88	84	100	100
DRAFT OR WRITE OERs OR SUGGESTED ENDORSEMENTS FOR OERs	80	84	83	71	84	92	82	63
DRAFT OR WRITE POLICY LETTERS	90	87	100	74	91	86	91	85
ENDORSE OR REVIEW APRs	88	91	83	87	88	94	82	85
INSPECT PERSONNEL FOR COMPLIANCE WITH AFR 35-10	78	73	83	68	75	75	73	77
REVIEW UNIT MANNING STRUCTURE TO INSURE PROPER SKILL LEVEL, GRADE, OR AFSC AUTHORIZATIONS	78	77	92	77	86	82	91	92

TABLE 24

DIFFERENTIATING TASKS FOR 0-1s OR 0-2s WITH DAFSC 4021/24 OR 4051A/54A ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING: DAFSC 4021/24 (N=219)	DAFSC 4051A/54A (N=71)	DIFFERENCE
DOWNGRADE RED Xs	61	11	+50
REVIEW DAILY FLYING DISCREPANCIES	47	1	+46
SUPERVISE PRELAUNCH ACTIVITIES	48	6	+42
SIGN OFF EXCEPTIONAL RELEASES, RED Xs, OR DANGER TAGS	65	25	+40
EVALUATE MAINTENANCE DISCREPANCY WRITEUPS IN AFTO ! ROM 781 SERIES DOCUMENTS	38	6	+32
EVALUATE ADEQUACY OF MUNITIONS STORAGE FACILITIES	3	35	-32
SUPERVISE UPLOAD OR DOWNLOAD OF MUNITIONS ON AIRCRAFT	1	34	-33
COORDINATE WITH SP PERSONNEL ON PHYSICAL SECURITY REQUIREMENTS FOR MUNITIONS	5	45	-40
DIRECT OR SUPERVISE MOVEMENT OF MUNITIONS DURING DISASTERS OR EXERCISES	3	45	-42
COORDINATE WITH SP PERSONNEL ON MUNITIONS CONVOY REQUIREMENTS	1	46	-45

TABLE 25

DIFFERENTIATING TASKS FOR 0-1s OR 0-2s WITH DAFSC 4021/24 OR 4051A/54A ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING: DAFSC 4021/24 (N=120)	DAFSC 4051A/54A (N=57)	DIFFERENCE
INVESTIGATE LOST TOOL INCIDENTS	58	23	+35
ANALYZE CAUSES OF PRODUCTION DELAYS	59	24	+35
REVIEW DAILY FLYING DEVIATIONS OR PRODUCTION REPORTS	53	19	+34
REVIEW DAILY FLYING DISCREPANCIES	58	25	+33
DOWNGRADE RED Xs	46	14	+32
DEVELOP EXPLOSIVE SAFETY PROGRAMS	5	32	-27
INVENTORY MUNITIONS OR WEAPONS	2	30	-28
COORDINATE WITH SP PERSONNEL ON PHYSICAL SECURITY REQUIREMENTS FOR MUNITIONS	6	35	-29
EVALUATE ADEQUACY OF MUNITIONS STORAGE FACILITIES	2	33	-31
SERVE AS AUTHORIZED EXPLOSIVES REPRESENTATIVE	1	33	-32

TABLE 26

DIFFERENTIATING TASKS FOR O-5s WITH DAFSC 4096 ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING AFR 66-1 (N=12)	AFR 66-5 (N=11)	DIFFERENCE
DIRECT EQUIPMENT MAINTENANCE MANAGEMENT PROGRAMS	67	0	+67
REQUEST SAFETY ANALYSES OF AIRCRAFT, AIRCRAFT SUBSYSTEMS, OR AIRCRAFT SUPPORT EQUIPMENT	67	18	+49
CERTIFY CIVILIAN TIMECARDS	75	27	+48
DETERMINE WHETHER TO CORRECT DISCREPANCIES PRIOR TO NEXT FLIGHT	75	27	+48
APPROVE OR DISAPPROVE PERSONNEL TO SIGN OFF EXCEPTIONAL RELEASES, RED Xs, OR DANGER TAGS (AF FORM 1492)	92	45	+47
DIRECT ONE-TIME INSPECTIONS ON AIRCRAFT, MUNITIONS, OR SUPPORT EQUIPMENT	67	100	-33
EVALUATE FEEDBACK OBTAINED EITHER BY FORMAL OR INFORMAL TECHNIQUES	17	55	-38
COORDINATE WITH OPERATIONS PERSONNEL ON MUNITIONS REQUIREMENTS	8	55	-47
EVALUATE FACILITIES MODIFICATIONS PROPOSALS	17	64	-47
COORDINATE WITH PERSONNEL IN ON-BASE AGENCIES FOR HELP IN RESOLVING SUBORDINATES PROBLEMS	25	73	-48

TABLE 27

DIFFERENTIATING TASKS FOR O-6s WITH DAFSC 4096 ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING		DIFFERENCE
	AFR 66-1 (N=31)	AFR 66-5 (N=13)	
MAINTAIN CIVILIAN PERSONNEL RECORDS	52	8	+44
EVALUATE UNIT MAINTENANCE STANDARDIZATION EVALUATION PROGRAMS (MSEP)	81	38	+43
EVALUATE ALERT PROCEDURES OR PLANS	55	15	+40
REALIGN DUTY RESPONSIBILITIES OF ASSIGNED PERSONNEL	55	15	+40
SELECT CIVILIAN PERSONNEL FOR POSITIONS	55	15	+40
EVALUATE METHODS OF SORTIE PRODUCTION	52	92	-40
APPROVE OR DISAPPROVE UNIT CROSS UTILIZATION TRAINING (CUT) PROGRAMS	13	54	-41
ATTEND FOLLOW-ON MAINTENANCE TRAINING, SUCH AS FTD FAMILIARIZATION COURSES	13	54	-41
REVIEW UNIT LIMITING FACTORS (LIMFAC) REPORTS	45	92	-47
CONDUCT DEPLOYMENT OR EXERCISE SITE SURVEYS	10	62	-52

AFR 66-1 AND AFR 66-5 COMPARISONS ON BACKGROUND INFORMATION

Although a wealth of background information was collected for each respondent in the 40XX survey, only a few of the questions are germane to the issue of differences between AFR 66-1 and AFR 66-5 personnel. Following is a discussion of some of this background information, organized in the same way as the previous section which dealt with differences in the tasks performed by these personnel. Additional background information for each of the groups discussed below is presented in Appendix D.

Aircraft Maintenance Officers

For DAFSC 402X personnel, background information on 0-1s or 0-2s in AFR 66-1 units was compared to background information on 0-1s or 0-2s in AFR 66-5 units, with the same comparisons being made for captains in AFR 66-1 versus AFR 66-5. Table 28 presents the results of these comparisons. As can be seen from this table, there were few differences between AFR 66-1 and AFR 66-5 aircraft maintenance officers in terms of indicators of job satisfaction, utilization field plans, and career intentions. Note that approximately equal percentages of AFR 66-1 and AFR 66-5 personnel felt that their jobs utilized their training not at all or very little.

One additional piece of background information is particularly relevant to the issue of differences between AFR 66-1 and AFR 66-5 aircraft maintainers. Table 29 shows indicated areas of expertise for 402X personnel of the various grades in AFR 66-1 and AFR 66-5 organizations. Note that approximately equal percentages of AFR 66-1 and AFR 66-5 personnel indicated that aircraft was their area of expertise. Almost ten percent of AFR 66-5 first or second lieutenant aircraft maintainers indicated that aircraft and munitions was their area of expertise, compared to only two percent of AFR 66-1 first or second lieutenant aircraft maintainers. Similarly, 13 percent of 0-3 aircraft maintainers in AFR 66-5 indicated that their area of expertise was aircraft and munitions, versus only four percent of 0-3 aircraft maintainers in AFR 66-1.

Munitions Officers, Munitions

Background information on 0-1s or 0-2s with a DAFSC of 4051A or 4054A in AFR 66-1 units was compared to background information on 0-1s or 0-2s with a DAFSC of 4051A or 4054A in AFR 66-5 units. As can be seen from Table 30, which presents selected background information for munitions personnel assigned under AFR 66-1 and AFR 66-5, there were some differences between the two groups. Although they were approximately the same in terms of expressed job interest, more first or second lieutenant munitions officers in AFR 66-5 units seemed dissatisfied with the relationship between their jobs and their training than did first or second lieutenant munitions officers in AFR 66-1 units. Conversely, more of the AFR 66-1 munitions lieutenants were dissatisfied with the extent to which their jobs utilized their talents than were AFR 66-5 munitions lieutenants. Note that 43 percent of munitions lieutenants under AFR 66-1 and 39 percent of munitions lieutenants under AFR 66-5 plan to crosstrain to another utilization field.

Members of the two groups were also different in their responses to the area of expertise background question (see Table 31). Twenty-one percent of the 0-1s or 0-2s in AFR 66-5 with a DAFSC of 4051A or 4054A indicated that their area of expertise was aircraft and munitions, versus only four percent of the lieutenants in AFR 66-1 with a DAFSC of 4051A or 4054A.

Munitions and Aircraft Maintenance Officers Within AFR 66-1 and AFR 66-5

Comparisons of background information were made for aircraft maintenance versus munitions officers in AFR 66-1 and aircraft maintenance versus munitions officers in AFR 66-5. In terms of indicators of job satisfaction, AFR 66-1 aircraft maintainers seemed to be more satisfied with their jobs than were AFR 66-1 munitions officers (Table 28 and Table 30); the same was true for AFR 66-5 aircraft maintainers when compared to AFR 66-5 munitions officers (Table 28 and Table 30). Similarly, a larger percentage of munition officers than aircraft maintainers in AFR 66-1 planned to crosstrain to another utilization field. Once again, the same was true for AFR 66-5 munitions officers versus AFR 66-5 aircraft maintenance officers. Within AFR 66-1 and AFR 66-5 unit, munitions officers were more dissatisfied with their training than were the aircraft maintenance officers.

Maintenance Staff Officers

The differences in terms of background information for AFR 66-1 versus AFR 66-5 maintenance staff officers (grades 0-3 through 0-5) were, in general, only minor. Table 32 presents the responses of maintenance staff officers in each paygrade under AFR 66-1 versus AFR 66-5 on background questions dealing with job satisfaction, utilization field plans, and career intentions. With the exception of 0-3s in AFR 66-5 units, approximately equal percentages of the maintenance staff officers in each group indicated that their jobs were interesting.

In terms of perceived utilization of training, more AFR 66-5 than AFR 66-1 maintenance staff officers of each grade indicated that their jobs utilized their training not at all or very little. Although they were dissatisfied with the relationship between their jobs and their training, most AFR 66-5 maintenance staff officers at each paygrade planned to continue in the 40XX utilization field. Note, however, that over one-fifth of the 0-4 maintenance staff officers in AFR 66-5 planned to crosstrain to another field, compared with only eight percent of the 0-4 maintenance staff officers in AFR 66-1. Not surprisingly, almost all of the 0-4 and 0-5 maintenance staff officers in both AFR 66-1 and AFR 66-5 planned to remain in the Air Force until retirement. For captains the statistics were slightly different, with five percent of 0-3 maintenance staff officers in AFR 66-1 and 17 percent of 0-3 maintenance staff officers in AFR 66-5 planning to separate before retirement.

Aerospace Maintenance Directors

An examination of the responses on background questions by DAFSC 4096 personnel in AFR 66-1 versus AFR 66-5 units indicated, overall, that there were few differences between the groups. The responses of these

personnel to some background questions are presented in Table 33. Personnel with a DAFSC of 4096 in AFR 66-1 versus AFR 66-5 were quite similar in terms of job interest, career intentions, and the extent to which their jobs utilized their talents. For example, 92 percent of O-5 aerospace maintenance directors in AFR 66-1 units felt that their jobs utilized their talents fairly well to perfectly, while for O-5 aerospace maintenance directors in AFR-66 units the corresponding statistic was 100 percent. In terms of utilization field plans, 50 percent of lieutenant colonel aerospace maintenance directors under AFR 66-1 planned to continue in the 40XX utilization field, versus 64 percent for lieutenant colonel aerospace maintenance directors in AFR 66-5. Conversely, more than half (52 percent) of the colonels with a DAFSC of 4096 in AFR 66-1 organizations plan to continue in the 40XX utilization field, compared to only 38 percent of the colonels with a DAFSC of 4096 in AFR 66-5 organizations.

Summary

Background information for personnel of various DAFSCs assigned at wing level or below in AFR 66-1 versus AFR 66-5 was examined. Differences between 402X personnel in AFR 66-1 organizations versus AFR 66-5 organizations were minor. However, several differences were found when comparing 405XA personnel in each type of maintenance organization. For example, AFR 66-5 munitions officers were more dissatisfied with the extent to which their jobs utilized their training, while AFR 66-1 munitions officers were more dissatisfied with the extent to which their jobs utilized their talents. The percentages of personnel in each group who planned to crosstrain to other utilization fields were approximately equal. The differences in terms of background information for AFR 66-1 versus AFR 66-5 maintenance staff officers were negligible. Similarly, there were also few differences between aerospace maintenance directors assigned to AFR 66-1 versus AFR 66-5 organizations.

TABLE 28

BACKGROUND INFORMATION FOR DAFSC 4021/24 PERSONNEL ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFR 66-5 ORGANIZATIONS

BACKGROUND VARIABLES	PERCENT MEMBERS RESPONDING			
	0-1 OR 0-2 AFR 66-1 (N=219)	0-1 OR 0-2 AFR 66-5 (N=120)	0-3 AFR 66-1 (N=110)	0-3 AFR 66-5 (N=87)
EXPRESSED JOB INTEREST				
EXTREMELY DULL TO FAIRLY DULL	5	2	7	5
SO-SO	7	5	8	13
FAIRLY INTERESTING TO EXTEMELY INTERESTING	86	91	85	82
NO RESPONSE	2	2	-	-
PERCEIVED UTILIZATION OF TALENTS				
NOT AT ALL OR VERY LITTLE	20	14	13	17
FAIRLY WELL TO VERY WELL	64	58	68	64
EXCELLENTLY OR PERFECTLY	16	28	19	19
NO RESPONSE	-	-	-	-
PERCEIVED UTILIZATION OF TRAINING				
NOT AT ALL OR VERY LITTLE	22	24	20	21
FAIRLY WELL TO VERY WELL	67	62	63	67
EXCELLENTLY OR PERFECTLY	11	13	16	12
NO RESPONSE	-	1	1	-
UTILIZATION FIELD PLANS				
CONTINUE IN 40XX	29	27	41	40
CROSSTRAIN TO ANOTHER FIELD	27	31	20	24
NOT SURE	29	30	16	19
OTHER	15	12	23	17
CAREER INTENTIONS				
SEPARATE OR PROBABLY SEPARATE BEFORE RETIREMENT	28	24	14	22
STAY OR PROBABLY STAY FOR RETIREMENT	72	74	85	78
OTHER	-	2	1	-

TABLE 29

INDICATED AREAS OF EXPERTISE OF DAFSC 4021/24 PERSONNEL ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS 66-6 ORGANIZATIONS

AREA OF EXPERTISE	PERCENT MEMBERS RESPONDING*			
	0-1 OR 0-2 AFR 66-1 (N-219)	0-1 OR 0-2 AFR 66-5 (N=120)	0-3 AFR 66-1 (N=110)	0-3 AFR 66-5 (N=87)
AIRCRAFT	69	62	63	58
MUNITIONS	-	4	1	1
AVIONICS	7	5	7	1
AIRCRAFT AND MUNITIONS	2	9	4	13
AIRCRAFT AND AVIONICS	22	22	31	23
MUNITIONS AND AVIONICS	1	1	-	-
AIRCRAFT, MUNITIONS, AND AVIONICS	1	4	5	7

*TOTAL MAY SUM TO MORE THAN 100 PERCENT DUE TO MULTIPLE RESPONSES

TABLE 30

BACKGROUND INFORMATION FOR DAFSC 4051A/54A PERSONNEL ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFR 66-5 ORGANIZATIONS

BACKGROUND VARIABLES	PERCENT MEMBERS RESPONDING 0-1 OR 0-2 AFR 66-1 (N=71)	0-1 OR 0-2 AFR 66-5 (N=57)
EXPRESSED JOB INTEREST		
EXTREMELY DULL TO FAIRLY DULL	10	9
SO-SO	10	14
FAIRLY INTERESTING TO EXTREMELY INTERESTING	80	77
NO RESPONSE	-	-
RECEIVED UTILIZATION OF TALENTS		
NOT AT ALL OR VERY LITTLE	35	24
FAIRLY WELL TO VERY WELL	51	67
EXCELLENTLY OR PERFECTLY	14	9
NO RESPONSE	-	-
PERCEIVED UTILIZATION OF TRAINING		
NOT AT ALL OR VERY LITTLE	25	40
FAIRLY WELL TO VERY WELL	62	54
EXCELLENTLY OR PERFECTLY	11	6
NO RESPONSE	2	-
UTILIZATION FIELD PLANS		
CONTINUE IN 40XX	21	19
CROSSTRAIN TO ANOTHER FIELD	43	39
NOT SURE	33	26
OTHER	3	16
CAREER INTENTIONS		
SEPARATE OR PROBABLY SEPARATE BEFORE RETIREMENT	28	26
STAY OR PROBABLY STAY FOR RETIREMENT	71	74
OTHER	1	-

TABLE 31

INDICATED AREA OF EXPERTISE OF DAFSC 4051A/54A PERSONNEL ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFR 66-5 ORGANIZATIONS

AREA OF EXPERTISE	PERCENT MEMBERS RESPONDING* 0-1 OR 0-2 AFR 66-1 (N=71)	0-1 OR 0-2 AFR 66-5 (N=57)
AIRCRAFT	1	5
MUNITIONS	78	70
AVIONICS	3	-
AIRCRAFT AND MUNITIONS	4	21
AIRCRAFT AND AVIONICS	-	-
MUNITIONS AND AVIONICS	4	4
AIRCRAFT, MUNITIONS, AND AVIONICS	9	4

*TOTAL SUMS TO MORE THAN 100 PERCENT DUE TO MULTIPLE RESPONSES

TABLE 32

BACKGROUND INFORMATION FOR DAFSC 4011/16 PERSONNEL ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFR 66-5 ORGANIZATIONS

BACKGROUND VARIABLES	PERCENT MEMBERS RESPONDING					
	0-3 AFR 66-1 (N=38)	0-3 AFR 66-5 (N=29)	0-4 AFR 66-1 (N=122)	0-4 AFR 66-5 (N=76)	0-5 AFR 66-1 (N=104)	0-5 AFR 66-5 (N=51)
EXPRESSED JOB INTEREST						
EXTEMELY DULL TO FAIRLY DULL	3	7	3	4	1	2
SO-SO	3	10	2	5	4	2
FAIRLY INTERESTING TO EXTREMELY INTERESTING	94	83	95	91	95	96
PERCEIVED UTILIZATION OF TALENTS						
NOT AT ALL OR VERY LITTLE	11	17	4	5	4	10
FAIRLY WELL TO VERY WELL	63	59	58	60	41	47
EXCELLENTLY OR PERFECTLY	26	24	38	35	55	43
PERCEIVED UTILIZATION OF TRAINING						
NOT AT ALL OR VERY LITTLE	11	27	9	15	9	16
FAIRLY WELL TO VERY WELL	68	59	60	62	63	55
EXCELLENTLY OR PERFECTLY	21	14	31	23	28	25
NO RESPONSE	-	-	-	-	-	4
UTILIZATION FIELD PLANS						
CONTINUE IN 40XX	42	59	58	59	47	59
CROSSTRAIN TO ANOTHER FIELD	18	10	8	21	7	10
NOT SURE	16	10	11	8	1	2
OTHER	24	21	23	12	45	29
CAREER INTENTIONS						
SEPARATE OR PROBABLY SEPARATE BEFORE RETIREMENT	5	17	-	3	-	-
STAY OR PROBABLY STAY FOR RETIREMENT	95	83	99	96	99	100
OTHER	-	-	1	1	1	-

TABLE 33

BACKGROUND INFORMATION FOR DAFSC 4096 PERSONNEL ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFR 66-5 ORGANIZATIONS

BACKGROUND VARIABLES	PERCENT MEMBERS RESPONDING			
	0-5 AFR 66-1 (N=12)	0-5 AFR 66-5 (N=11)	0-6 AFR 66-1 (N=31)	0-6 AFR 66-5 (N=13)
EXPRESSED JOB INTEREST				
EXTREMELY DULL TO FAIRLY DULL	-	-	3	-
SO-SO	-	-	7	8
FAIRLY INTERESTING TO EXTREMELY INTERESTING	100	100	90	92
PERCEIVED UTILIZATION OF TALENTS				
NOT AT ALL OR VERY LITTLE	-	9	6	8
FAIRLY WELL TO VERY WELL	25	73	39	31
EXCELLENTLY OR PERFECTLY	67	18	55	61
NO RESPONSE	8	-	-	-
PERCEIVED UTILIZATION OF TRAINING				
NOT AT ALL OR VERY LITTLE	8	-	16	15
FAIRLY WELL TO VERY WELL	25	82	36	46
EXCELLENTLY OR PERFECTLY	59	18	48	39
NO RESPONSE	8	-	-	-
UTILIZATION FIELD PLANS				
CONTINUE IN 40XX	50	64	52	38
CROSSTRAIN TO ANOTHER FIELD	-	-	9	23
NOT SURE	8	9	13	8
OTHER	42	27	26	31
CAREER INTENTIONS				
SEPARATE OR PROBABLY SEPARATE BEFORE RETIREMENT	-	-	-	-
STAY OR PROBABLY STAY FOR RETIREMENT	100	100	97	100
OTHER	-	-	3	-

RATED AND NONRATED COMPARISONS ON TASKS PERFORMED

Another area of controversy in the 40XX utilization field is related to differing perceptions of the utilization of rated and nonrated personnel. In addition, some attendees at the OMC Aircraft and Munitions Maintenance Officer Data Users Conference, held 25-29 August 1980, were also interested in investigating the utilization patterns of nonrated career and nonrated noncareer personnel. Consequently, the decision was made to perform a three-way comparison of rated personnel, nonrated career personnel, and nonrated noncareer personnel for each of the following grades: (1) captains, (2) majors, (3) lieutenant colonels, and (4) colonels. Three-way comparisons were performed and results reported for all the preceding groups with the exception of the three colonel groups. The nonrated noncareer colonel group did not contain a sufficient number of personnel for adequate comparisons with the rated and nonrated career colonel groups. Consequently, only rated colonels and nonrated career colonels were compared.

Rated personnel were defined as those survey respondents who indicated they had an aeronautical rating of pilot or navigator. The two groups of nonrated personnel were identified as those respondents indicating an aeronautical rating status of nonrated or nonrated aircrew. To further subdivide the nonrated personnel into career and noncareer categories, the definition for career maintenance officers developed at the USAF Maintenance Officer Job Inventory Validation Conference, held 2-4 October 1979, was adopted. The definition for "career maintenance officer" for grades of captain, major, lieutenant colonel, and colonel is as follows:

(1) Captains should have not less than 42 months in maintenance.
(2) Majors should have not less than 72 months in maintenance.
(3) Lieutenant Colonels should have not less than 96 months in maintenance, and
(4) Colonels should have not less than 120 months in maintenance.

Nonrated personnel not meeting these time criteria were considered nonrated noncareer personnel.

When comparing tasks performed by the three groups at each grade level, only minor differences were found for captains, majors and lieutenant colonels. However, the results indicated rather large differences between tasks performed by rated colonels and nonrated career colonels.

Tasks which were performed by similar percentages of rated, nonrated career, and nonrated noncareer captains are presented in Table 34. Tables 35 and 36 contain the same information for majors and lieutenant colonels, respectively. Table 37 presents tasks which were performed by similar percentages of rated and nonrated career colonels. The tasks presented in these four tables were performed by greater than 50 percent of the members in each group and did not differ greater than 10 percent between percent members performing the tasks for each of the group comparisons. As explained in previous sections of this report, these types of tasks, which are managerial or administrative in nature, are performed by most officers in any utilization field.

To exemplify some of the differences found between the rated, nonrated career, and nonrated noncareer groups on the tasks they performed, Table 38 presents the total number of tasks which differed by 20 percent or greater on percent members performing data for each of the two-way comparisons of the three major categories of personnel for all grade levels. The rated colonel and nonrated career colonel groups were the only groups which had a large number of tasks which differed by 20 percent or more between the percentage of personnel performing the tasks in one group as compared to the percentage of personnel performing the same tasks in the other group. Table 39 presents some of the tasks which most clearly differentiate between rated and nonrated career colonel groups.

TABLE 34

EXAMPLES OF TASKS PERFORMED BY 0-3 RATED AND NONRATED OFFICERS

TASKS	PERCENT MEMBERS PERFORMING		
	RATED (N=73)	NONRATED CAREER (N=124)	NONRATED NONCAREER (N=499)
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	89	84	89
CONDUCT INFORMAL BRIEFINGS	82	88	90
ADVISE COMMANDERS OR STAFF AGENCIES ON MAINTENANCE MATTERS SUCH AS CAPABILITIES, PROCEDURES, OR PROGRAMS	77	81	86
DRAFT OR WRITE NOMINATIONS FOR AWARDS OR DECORATIONS	75	69	73
DRAFT OR WRITE APRS OR SUGGESTED INDORSEMENTS FOR APRS	73	64	68
COLLECT FEEDBACK THROUGH METHODS, SUCH AS INFORMAL VISITS TO SUBORDINATE SECTIONS	67	65	76
DRAFT OR WRITE POLICY LETTERS	66	69	70
CONDUCT MAINTENANCE CONFERENCES, MEETINGS, OR WORKING GROUPS	66	68	68

TABLE 35

EXAMPLES OF TASKS PERFORMED BY O-4 RATED AND NONRATED OFFICERS

TASKS	PERCENT MEMBERS PERFORMING		
	RATED (N=73)	NONRATED CAREER (N=77)	NONRATED NONCAREER (N=338)
CONDUCT INFORMAL BRIEFINGS	86	92	87
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	85	89	96
ADVISE COMMANDERS OR STAFF AGENCIES ON MAINTENANCE MATTERS SUCH AS CAPABILITIES, PROCEDURES, OR PROGRAMS	83	87	83
DRAFT OR WRITE MEMORANDA FOR RECORD (MFR) OR BUCK SLIPS	82	90	86
ASSIGN SUSPENSE DATES TO ACTION ITEMS	75	71	71
DRAFT OR WRITE POLICY LETTERS	71	75	70
CONDUCT FORMAL BRIEFINGS	71	75	67
REVIEW, APPROVE, OR DISAPPROVE MESSAGES FOR ELECTRICAL TRANSMISSION	71	73	73

TABLE 36

EXAMPLES OF TASKS PERFORMED BY 0-5 RATED AND NONRATED OFFICERS

TASKS	PERCENT MEMBERS PERFORMING		
	RATED (N=141)	NONRATED CAREER (N=40)	NONRATED NONCAREER (N=166)
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	95	96	95
CONDUCT INFORMAL BRIEFINGS	92	96	85
DRAFT OR WRITE MEMORANDA FOR RECORD (MFR) OR BUCK SLIPS	90	96	87
ADVISE COMMANDERS OR STAFF AGENCIES ON MAINTENANCE MATTERS, SUCH AS CAPABILITIES, PROCEDURES, OR PROGRAMS	90	89	87
COUNSEL PERSONNEL ON JOB PERFORMANCE	86	79	80
COLLECT FEEDBACK THROUGH METHODS, SUCH AS INFORMAL VISITS TO SUBORDINATE SECTIONS	78	78	72
DRAFT OR WRITE NOMINATIONS FOR AWARDS OR DECORATIONS	77	78	77
DRAFT OR WRITE LETTERS OF APPRECIATION OR REPRIMAND	77	77	75

TABLE 37

EXAMPLES OF TASKS PERFORMED BY 0-6 RATED AND NONRATED OFFICERS

TASKS	PERCENT MEMBERS PERFORMING	
	RATED (N=76)	NONRATED CAREER (N=10)
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	99	90
CONDUCT MAINTENANCE CONFERENCES, MEETINGS, OR WORKING GROUPS	95	90
CONDUCT INFORMAL BRIEFINGS	91	100
APPROVE OR DISAPPROVE DIRECTIVES, SUCH AS OPERATING INSTRUCTIONS (OI), REGULATIONS, OR CHECKLISTS	89	80
APPROVE OR DISAPPROVE RESPONSES TO IG REPORTS	84	80
DICTATE LETTERS, REPORTS, MESSAGES, OR OTHER MATERIAL	80	80
DRAFT OR WRITE MESSAGES FOR ELECTRICAL TRANSMISSION	80	80
ASSIGN SUSPENSE DATES TO ACTION ITEMS	78	80

TABLE 38

TASKS WITH DIFFERENCES IN PERCENT MEMBERS PERFORMING GREATER THAN OR EQUAL TO 20 PERCENT

GROUPS	0-3	0-4	0-5	0-6
RATED VS NONRATED CAREER	9	7	0	105
RATED VS NONRATED NONCAREER	11	7	14	*
NONRATED CAREER VS NONRATED NONCAREER	0	0	5	*

*THESE GROUPS WERE NOT COMPARED

TABLE 39

DIFFERENTIATING TASKS FOR RATED AND NONRATED CAREER MAINTENANCE COLONELS

TASKS	PERCENT MEMBERS PERFORMING		
	RATED (N=76)	NONRATED CAREER (N=10)	DIFFERENCE
ANALYZE DATA ON REPEAT OR RECURRING DISCREPANCIES	54	10	+44
RECOMMEND AIRCRAFT FLEET ONE-TIME INSPECTIONS OR FLIGHT RESTRICTIONS	60	20	+40
REVIEW UNIT MANNING STRUCTURE TO INSURE PROPER SKILL LEVEL, GRADE, OR AFSC AUTHORIZATIONS	70	30	+40
EVALUATE MAINTENANCE FACILITIES	68	30	+38
INTERVIEW PROSPECTIVE EMPLOYEES	34	60	-26
DRAFT OR WRITE RESPONSES TO CONGRESSIONAL INQUIRIES	24	50	-26
EVALUATE ADEQUACY OF MUNITIONS STORAGE FACILITIES	13	50	-37
APPROVE OR DISAPPROVE DUTY SCHEDULES	53	90	-37

RATED AND NONRATED COMPARISONS ON BACKGROUND INFORMATION

When examining background characteristics, the rated, nonrated career, and nonrated noncareer groups that were compared were similar on several background items, such as career intentions, job interest, number of personnel supervised, and MAJCOM assignment. However, some differences did exist on certain other background variables. The following paragraphs enumerate these findings.

With regard to DAFSCs, only one somewhat noticeable difference occurred between the three groups at the grade of captain (Table 40). While the rated and nonrated career groups were distributed approximately the same between the 4011/16, 4021/24, and 4051/54 DAFSCs, the nonrated noncareer personnel were concentrated somewhat less in the 4021/24 DAFSC and consequently somewhat more in the 4011/16 and 4051/54 DAFSCs.

Utlization field plans were very similar for nonrated career and nonrated noncareer groups at each grade level (Table 40). However, the rated groups differed significantly when compared to either the nonrated career or nonrated noncareer groups. For each grade, much higher percentages of nonrated career and nonrated noncareer personnel plan to continue their career in the 40XX utilization field while higher percentages of rated personnel indicated they had other utilization field plans.

The rated colonel group and the nonrated colonel group differed somewhat in their perceptions of the utilization of their talents and training (Table 41). Approximately one-tenth (11 percent) of the rated colonels felt that their jobs utilized their talents not at all or very little while none of the nonrated career colonels indicated this response. Also, more nonrated career colonels (an increase of 19 percent above the rated percentage) felt that their jobs utilized their talents excellently to perfectly. Almost one-fifth (19 percent) of the rated colonels indicated that their jobs utilized their training not at all or very little; none of the nonrated career colonels indicated this response. While 50 percent of the rated personnel felt their jobs utilized their training fairly well to very well, 70 percent of the nonrated career colonels indicated that their jobs utilized their training exceliently to perfectly.

Although percentage differences were small, especially for captains and majors, larger percentages of nonrated career personnel at each grade level had masters degrees or higher than did rated or nonrated noncareer groups (Table 42). The percentage of nonrated career colonels with these degrees was much higher than the percentage of rated colonels with similar degrees.

In reference to the number of regular and reserve officers in each of the groups compared, the percentage of rated majors who were in the regular force was higher than the percentages for either the nonrated career or nonrated noncareer major groups. However, with the exception of this difference, percentages were similar for each of the comparisons of rated, nonrated career, and nonrated noncareer personnel for captains, lieutenant colonels, and colonels (Table 43).

When examining the duty positions (Table 43) of captains, results indicated that approximately equally small percentages of all groups were assigned duty at Headquarters USAF level. Slightly higher percentages of nonrated career captains held positions above wing level but below HQ USAF level. Wing level positions were filled by slightly higher percentages of rated captains. Although percentages were roughly comparable at this point, a slightly higher percentage of nonrated noncareer captains were assigned to squadron level positions. While only small percentages of nonrated career and nonrated noncareer majors were assigned to HQ USAF level, none of the rated majors were assigned to these positions. More nonrated career and nonrated noncareer majors filled above wing level but below HQ USAF level positions, while more rated majors were assigned to wing level positions. Although the percentage ratios for majors and lieutenant colonels were similar, differences between the three lieutenant colonel groups were minimal. For the two colonel groups, more nonrated career colonels were assigned to HQ USAF level positions while larger percentages of rated colonels filled wing level positions. In general, for all grades, larger percentages of rated personnel were assigned to duty positions at wing level and below wing level while more nonrated personnel filled positions above wing level.

For the background question addressing whether or not job incumbents felt that rated personnel were receiving better jobs (Table 43), approximately two-thirds of the nonrated career and nonrated noncareer captains and majors agreed, while less than one-third of the rated captains and majors agreed. As rank increased above major, a few more rated personnel began to agree that rated personnel were getting better jobs while a few more nonrated personnel began to disagree. However, it is important to note that for all grades at least one-half of all nonrated groups felt that rated personnel were getting better jobs. In addition, there were no consistent differences in these perceptions relative to major command assignments.

According to the aircraft maintenance and munitions officers who were interviewed during the job inventory development phase of this project as well as other 40XX survey respondents, the most desirable positions in the 40XX utilization field or those positions which would most enhance career progression were squadron commander, assistant deputy commander for maintenance, and deputy commander for maintenance. Maintenance officers felt that squadron commander positions offered opportunities to gain supervisory experience while the assistant DCM and DCM positions carried the highest degrees of responsibility at the wing level. Conversely, while the maintenance control positions were filled by higher ranking individuals, the job was described as requiring long work days, having fewer opportunities for performing supervisory duties, as well as not being viewed as a career enhancing position.

Table 44 displays the percentages of all rated and nonrated aircraft and maintenance munitions officers in the total sample as well as the percentages of rated and nonrated 40XX officers assigned to squadron commander, maintenance control, and assistant DCM and DCM positions. Since sufficient data was not available to perform a three-way comparison of rated, nonrated career, and nonrated noncareer personnel, the nonrated career and nonrated noncareer categories which had been separate in previous tables were combined into a single nonrated group in Table 44. Nonrated maintenance officers comprised slightly more than four-fifths of the utilization field while

rated maintenance officers accounted for less than one-fifth of the sample. One would expect to see approximately similar percentages of rated and nonrated personnel in each of the duty positions as was represented in the total sample. However, note that the percentage of rated squadron commanders is double the actual percentage of rated personnel in the total sample. On the other hand, when comparing the percentage of nonrated maintenance officers in the total 40XX sample with the percentage of nonrated squadron commanders, the percentage of nonrated squadron commanders was only slightly more than three fourths of the percentage they represented in the sample. For the assistant DCM and DCM positions, the percentage of rated personnel in these positions is over four and one-half times the percentage they represent in the sample while the percentage of nonrated personnel filling similar positions only slightly exceeds one-third of the percentage they represented in the sample. Conversely, for the somewhat less desirable job, maintenance control officer, in comparison to the previously mentioned duty positions, the percentages of rated and nonrated maintenance control officers were much more similar to the percentages of rated and nonrated personnel as they appeared in the sample. In summary, upon review of the data, rated personnel comprised a disproportionate portion of the squadron commander and assistant DCM and DCM groups.

TABLE 40

SELECTED BACKGROUND INFORMATION FOR RATED, NONRATED CAREER, AND NONRATED NONCAREER CAPTAINS AND MAJORS
(PERCENT MEMBERS RESPONDING)

	CAPTAINS			MAJORS		
BACKGROUND VARIABLES	RATED (N=73)	NONRATED CAREER (N=499)	NONRATED NONCAREER (N=124)	RATED (N=73)	NONRATED CAREER (N=338)	NONRATED NONCAREER (N=77)
DUTY AFSC						
4011/16	20	20	27	77	85	84
4021/24	70	63	43	23	9	12
4051/54	10	17	29	-	4	3
4096	-	-	-	-	1	1
NOT REPORTED	-	-	1	-	1	-
UTILIZATION FIELD PLANS						
CONTINUE IN 40XX	7	47	44	31	70	68
CROSSTRAIN TO ANOTHER FIELD	8	22	22	4	13	17
NOT SURE	8	18	19	4	10	10
OTHER	75	12	15	58	5	5
NOT REPORTED	2	1	-	3	2	-
CAREER INTENTIONS						
SEPARATE OR PROBABLY SEPARATE BEFORE RETIREMENT	15	15	21	1	1	-
STAY OR PROBABLY STAY FOR RETIREMENT	82	85	77	99	98	100
NOT REPORTED	3	-	2	-	1	-

TABLE 40 (CONTINUED)

SELECTED BACKGROUND INFORMATION FOR RATED, NONRATED CAREER AND NONRATED NONCAREER LIEUTENANT COLONELS AND COLONELS
(PERCENT MEMBERS PERFORMING)

	LIEUTENANT COLONELS			COLONELS	
BACKGROUND VARIABLES	RATED (N=141)	NONRATED CAREER (N=166)	NONRATED NONCAREER (N=40)	RATED (N=76)	NONRATED CAREER (N=10)
DUTY AFSC					
4011/16	78	83	83	9	40
4021/24	4	1	5	-	-
4051/54	-	1	-	-	-
4096	17	15	12	90	60
NOT REPORTED	1	-	-	1	-
UTILIZATION FIELD PLANS					
CONTINUE IN 40XX	38	74	85	49	90
CROSSTRAIN TO ANOTHER FIELD	1	11	5	14	-
NOT SURE	2	4	5	13	-
OTHER	59	10	2	23	-
NOT REPORTED	-	1	3	1	10
CAREER INTENTIONS					
SEPARATE OR PROBABLY SEPARATE BEFORE RETIREMENT	-	1	-	-	-
STAY OR PROBABLY STAY FOR RETIREMENT	100	99	97	99	100
NOT REPORTED	-	-	3	1	-

TABLE 41

SELECTED BACKGROUND INFORMATION FOR RATED, NONRATED CAREER, AND NONRATED NONCAREER CAPTAINS AND MAJORS
(PERCENT MEMBERS RESPONDING)

	CAPTAINS			MAJORS		
BACKGROUND VARIABLES	RATED (N=73)	NONRATED CAREER (N=499)	NONRATED NONCAREER (N=124)	RATED (N=73)	NONRATED CAREER (N=338)	NONRATED NONCAREER (N=77)
EXPRESSED JOB INTEREST						
EXTREMELY DULL TO FAIRLY DULL	3	6	12	5	5	6
SO-SO	5	10	8	6	6	4
FAIRLY INTERESTING TO VERY INTERESTING	92	83	79	89	88	83
NOT REPORTED	-	1	1	-	1	7
PERCEIVED UTILIZATION OF TALENTS						
NOT AT ALL TO VERY LITTLE	15	13	14	15	9	8
FAIRLY WELL TO VERY WELL	60	64	65	62	58	62
EXCELLENTLY TO PERFECTLY	25	22	20	22	32	26
NOT REPORTED	-	1	1	1	1	4
PERCEIVED UTILIZATION OF TRAINING						
NOT AT ALL TO VERY LITTLE	24	21	20	23	12	13
FAIRLY WELL TO VERY WELL	62	59	64	60	58	60
EXCELLENTLY TO PERFECTLY	14	19	15	16	29	25
NOT REPORTED	-	1	1	1	1	2

TABLE 41 (CONTINUED)

SELECTED BACKGROUND INFORMATION FOR RATED, NONRATED CAREER AND NONRATED NONCAREER LIEUTENANT COLONELS AND COLONELS (PERCENT MEMBERS PERFORMING)

	LIEUTENANT COLONELS			COLONELS	
BACKGROUND VARIABLES	RATED (N=141)	NONRATED CAREER (N=166)	NONRATED NONCAREER (N=40)	RATED (N=76)	NONRATED CAREER (N=10)
EXPRESSED JOB INTEREST					
EXTREMELY DULL TO FAIRLY DULL	6	2	15	5	-
SO-SO	3	6	8	8	-
FAIRLY INTERESTING TO VERY INTERESTING	90	92	77	86	100
NOT REPORTED	1	-	-	1	-
PERCEIVED UTILIZATION OF TALENTS					
NOT AT ALL TO VERY LITTLE	11	6	15	11	-
FAIRLY WELL TO VERY WELL	46	54	42	47	40
EXCELLENTLY TO PERFECTLY	41	40	40	41	60
NOT REPORTED	2	-	3	1	-
PERCEIVED UTILIZATION OF TRAINING					
NOT AT ALL TO VERY LITTLE	16	8	18	19	-
FAIRLY WELL TO VERY WELL	58	56	55	50	30
EXCELLENTLY TO PERFECTLY	24	35	27	30	70
NOT REPORTED	2	1	-	1	-

TABLE 42

SELECTED BACKGROUND INFORMATION FOR RATED, NONRATED CAREER, AND NONRATED NONCAREER CAPTAINS AND MAJORS
(PERCENT MEMBERS RESPONDING)

	CAPTAINS			MAJORS		
BACKGROUND VARIABLES	RATED (N=73)	NONRATED CAREER (N=499)	NONRATED NONCAREER (N=124)	RATED (N=73)	NONRATED CAREER (N=338)	NONRATED NONCAREER (N=77)
EDUCATIONAL BACKGROUND						
MASTERS DEGREE	33	43	36	47	49	47
MASTERS DEGREE PLUS*	14	11	9	7	14	12
DOCTORS DEGREE	-	-	1	-	-	-
NUMBER OF PEOPLE SUPERVISED						
0-4	67	72	73	63	58	58
5-9	18	22	23	26	37	37
10-14	10	3	2	6	3	4
15-19	-	-	1	1	-	-
20-24	3	1	-	1	1	-
GREATER THAN 25	2	1	1	3	-	1
NOT REPORTED	-	1	-	-	1	-

* MASTER'S DEGREE PLUS ADDITIONAL HOURS, BUT NO OTHER ADVANCED DEGREE

TABLE 42 (CONTINUED)

SELECTED BACKGROUND INFORMATION FOR RATED, NONRATED CAREER, AND NONRATED NONCAREER LIEUTENANT COLONELS AND COLONELS
(PERCENT MEMBERS RESPONDING)

	LIEUTENANT COLONEL			COLONELS	
BACKGROUND VARIABLES	RATED (N=141)	NONRATED CAREER (N=166)	NONRATED NONCAREER (N=40)	RATED (N=76)	NONRATED CAREER (N=10)
EDUCATIONAL BACKGROUND					
MASTERS DEGREE	33	51	45	29	40
MASTERS DEGREE PLUS*	6	11	10	8	30
DOCTORS DEGREE	1	1	-	-	-
NUMBER OF PEOPLE SUPERVISED					
0-4	46	55	27	25	20
5-9	40	37	60	42	60
10-14	12	6	8	29	20
15-19	1	1	2	-	-
20-24	1	1	-	1	-
GREATER THAN 25	-	-	3	1	-
NOT REPORTED	-	-	-	2	-

* MASTERS DEGREE PLUS ADDITIONAL HOURS, BUT NO OTHER ADVANCED DEGREE

TABLE 43

SELECTED BACKGROUND INFORMATION FOR RATED, NONRATED CAREER, AND NONRATED NONCAREER CAPTAINS AND MAJORS
(PERCENT MEMBERS RESPONDING)

	CAPTAINS			MAJORS		
BACKGROUND VARIABLES	RATED (N=73)	NONRATED CAREER (N=499)	NONRATED NONCAREER (N=124)	RATED (N=73)	NONRATED CAREER (N=338)	NONRATED NONCAREER (N=77)
REGULAR OR RESERVE						
REGULAR	75	68	64	95	70	70
RESERVE	25	32	35	5	30	29
NOT REPORTED	-	-	1	-	-	1
DUTY POSITIONS*						
HQ USAF LEVEL	1	5	2	-	9	6
ABOVE WING/BELOW HQ USAF	20	39	23	23	40	32
WING LEVEL	36	11	15	26	13	14
SQUADRON LEVEL	40	41	52	48	37	48
NOT REPORTED	3	4	8	3	1	-
RATED SUPPLEMENT PERSONNEL GET BETTER JOBS						
DISAGREE	28	8	6	32	8	9
NEITHER AGREE NOR DISAGREE	45	21	30	41	22	17
AGREE	27	71	62	27	69	74
NOT REPORTED	-	-	2	-	1	-

* MAY NOT SUM TO 100 PERCENT BECAUSE MULTIPLE RESPONSES WERE POSSIBLE

TABLE 43 (CONTINUED)

SELECTED BACKGROUND INFORMATION FOR RATED, NONRATED CAREER AND NONRATED NONCAREER LIEUTENANT COLONELS AND COLONELS
(PERCENT MEMBERS PERFORMING)

	LIEUTENANT COLONELS			COLONELS	
BACKGROUND VARIABLES	RATED (N=141)	NONRATED CAREER (N=166)	NONRATED NONCAREER (N=40)	RATED (N=76)	NONRATED CAREER (N=10)
REGULAR OR RESERVE					
REGULAR	98	92	93	99	80
RESERVE	2	8	7	-	10
NOT REPORTED	-	-	-	1	10
DUTY POSITIONS*					
HQ USAF LEVEL	3	13	12	4	30
ABOVE WING/BELOW HQ USAF	26	33	35	39	30
WING LEVEL	23	14	10	55	30
SQUADRON LEVEL	50	37	50	3	-
NOT REPORTED	-	3	-	-	10
RATED SUPPLEMENT PERSONNEL GET BETTER JOBS					
DISAGREE	23	12	20	30	20
NEITHER AGREE NOR DISAGREE	29	16	22	26	30
AGREE	48	72	55	42	50
NOT REPORTED	-	-	3	2	-

* MAY NOT SUM TO 100 PERCENT BECAUSE MULTIPLE RESPONSES WERE POSSIBLE

TABLE 44

REPRESENTATION OF RATED AND NONRATED PERSONNEL IN THE TOTAL SAMPLE AND SELECTED DUTY POSITIONS

	PERCENT MEMBERS			
AERONAUTICAL RATING STATUS	ALL 40XX	SQ CC	MAINT CONTROL	ASST DCM AND DCM
RATED	16	32	21	70
NONRATED	83	67	79	30
NO RESPONSE	1	1	-	-

TIME SPENT ON ADDITIONAL DUTIES

One of the background questions in the 40XX survey dealt with the amount of time spent on nonmaintenance related additional duties. The choices for this questions were none, 1-10 percent, 11-20 percent, 21-30 percent, 31-40 percent, 41-50 percent, and more than 50 percent. To determine if there were differences in background and task data for personnel who spent differing amounts of time on nonmaintenance related additional duties, three groups of respondents were created within each DAFSC group: personnel who spent no time, a moderate amount of time, or a great deal of time on these additional duties. The definitions of a moderate amount of time and a great deal of time were agreed upon by attendees at the 40XX Data Users Conference held at OMC in August 1980. As can be seen in the following discussion, these definitions changed from one DAFSC group to another.

Almost 37 percent of all 40XX respondents indicated that they spent no time on nonmaintenance related additional duties. Fifty percent of the respondents indicated that they spent 1-20 percent of their time on non-maintenance related additional duties, while only 11 percent spent more than 21 percent of their time on these additional duties. Comparing the responses of these three groups to the background questions, one finds that they were quite similar. Table 45 presents some of the background information for these three groups. As may be seen from this table, the percent of females varies only slightly from one group to another, and in each group closely approximates the number of females (eight percent) in the survey sample. Similarly, rated persons are also spread fairly equally among the three groups and in approximately the same proportion (14 percent) as they appear in the survey sample. In terms of major command differences, there did not appear to be a systematic tendency for personnel from one MAJCOM to spend more time on additional duties than personnel from other major commands. Also, there seemed to be no relationship between an administration officer being assigned to a unit and the amount of time personnel spend on nonmaintenance related additional duties.

An examination of the tasks performed by 40XX personnel who spent differing amounts of time on nonmaintenance related additional duties revealed few differences. For example, a comparison of personnel who spent no time on these additional duties with the personnel who spent more than 21 percent of their time on nonmaintenance additional duties showed only ten tasks with differences between the two groups in percent members performing which were greater than 20 percent. There were, however, slight differences among the three groups in terms of the average number of tasks performed. Personnel who spent more than 21 percent of their time on nonmaintenance additional duties performed an average of 155 tasks, while personnel who spent 1-20 percent of their time did an average of 144 tasks, and personnel who spent no time on nonmaintenance related additional duties performed an average of 127 tasks.

The background information on and tasks performed by 4021/24 personnel and 4051A/54A personnel who spent differing amounts of time on non-maintenance related additional duties were also examined. The aircraft maintenance personnel were divided into the following groups: those who spent no time on nonmaintenance additional duties (34 percent), those who

spent one to 30 percent of their time (59 percent), and those who spent more than 31 percent of their time on nonmaintenance related additional duties (seven percent). As may be seen from Table 46, these three groups of aircraft maintenance officers were very similar in their responses to the background questions.

Once again, females appeared in approximately equal percentages in each of the groups; these percentages were also in line with the fact that females comprise 13 percent of all 402X officers. Although rated personnel comprise only eight percent of 402X officers, they make up 14 percent of the personnel who spend 31 percent or more of their time on nonmaintenance related additional duties. As in the previous comparison, there appeared to be no relationship between the amount of time spent on these duties and whether or not an administration officer was assigned to the unit.

In terms of the tasks performed, differences among the three groups were minor. Comparing 4021/24 personnel who spent no time on non-maintenance related additional duties to those who spent more than 30 percent of their time on these duties, there were only 11 tasks which resulted in differences between percent members performing which were greater than 20 percent. Similarly, there was only one task which resulted in differences in percent members performing greater than 20 percent for 4021/24 personnel who spent no time versus those who spent one to 30 percent of their time on nonmaintenance related additional duties. In terms of the average number of tasks performed, personnel spending no time on nonmaintenance related additional duties averaged 108 tasks, compared to 128 tasks for personnel spending one to 30 percent of their time on these additional duties, and 139 tasks for personnel spending more than 31 percent of their time on nonmaintenance related additional duties.

Table 47 presents some of the background information for munitions officers who spent none, one to 40 percent, or more than 40 percent of their time on nonmaintenance related additional duties. Note that over half of the people who spend no time on these additional duties are second lieutenants, while 52 percent of the officers who spend more than 41 percent of their time on nonmaintenance related additional duties are captains. Also note that all of the 405XA personnel who spend 41 or more percent of their time on these additional duties are nonrated. Although females comprise 18 percent of 405XA officers, they made up only four percent of the persons who spent more than 40 percent of their time on nonmaintenance related additional duties. There were also some interesting grade differences among the three groups. For example, most (51 percent) of the munitions officers who spent no time on nonmaintenance related additional duties were second lieutenants, while 52 percent of those officers who spent more than 40 percent of their time on these duties were captains. In terms of major command to which assigned, it is worth noting that most (52 percent) of the personnel spending more than 40 percent of their time on nonmaintenance related additional duties were assigned to USAFE.

The tasks performed by munitions officers in each of these three groups were also compared. In this case, large differences in the percent members performing tasks were found for personnel spending more than 41 percent of their time on nonmaintenance additional duties when compared to personnel spending no time on these duties. The comparison mentioned above showed 69 tasks with differences in percent members performing greater than 20

percent. It is interesting to note that all of these tasks which resulted in large differences were tasks which were performed by more of the group that spent more than 40 percent of their time on additional duties than by the group that spent no time on these additional duties. Table 48 presents some of these tasks which were performed by more of the former group than the latter group. Some of these tasks, such as the ones pertaining to attending or conducting nonmaintenance related meetings, may be explained by the fact that the majority of the persons in the first group on the table were second lieutenants, while most of the second group were captains. Thus, it is possible that these differences in the tasks performed between the two groups may be related more to grade or time in present job than to the performance of additional duties.

TABLE 45

BACKGROUND INFORMATION FOR 40XX PERSONNEL WHO SPENT NONE, 1-20 PERCENT, OR MORE THAN 21 PERCENT OF THEIR TIME ON NONMAINTENANCE RELATED ADDITIONAL DUTIES

BACKGROUND VARIABLES	PERCENT MEMBERS RESPONDING		
	NONE (N=868)	1-20% (N=1,172)	21+% (N=263)
SEX			
MALE	94	91	89
FEMALE	6	9	11
AERONAUTICAL RATING STATUS			
RATED	18	14	15
NONRATED	82	86	85
MAJCOM			
AFLC	8	5	9
AFSC	2	3	2
ATC	9	9	7
HQ USAF	3	2	1
MAC	13	14	12
PACAF	3	4	3
SAC	19	23	26
TAC	24	22	18
USAFE	13	13	19
OTHER	6	5	3
DAFSC			
4011/16	44	34	32
4021/24	38	43	44
4051A/54A	10	15	21
4051B/54B	1	2	1
4096	7	6	2
ADMINISTRATION OFFICER ASSIGNED TO UNIT			
YES	37	38	40
NO	63	62	60

TABLE 46

BACKGROUND INFORMATION FOR 402X PERSONNEL WHO SPENT NONE, 1-30 PERCENT, OR MORE THAN 31 PERCENT OF THEIR TIME ON NONMAINTENANCE RELATED ADDITIONAL DUTIES

	PERCENT MEMBERS RESPONDING		
BACKGROUND VARIABLES	NONE (*N*=325)	1-30% (*N*=563)	31+% (*N*=63)
SEX			
MALE	88	87	83
FEMALE	12	13	17
GRADE			
O-1	26	30	36
O-2	17	22	19
O-3	48	43	37
O-4	7	5	8
O-5	2	-	-
AERONAUTICAL RATING STATUS			
RATED	7	8	14
NONRATED	93	92	86
MAJCOM			
AFLC	7	5	3
AFSC	3	2	-
ATC	12	10	19
MAC	15	20	19
PACAF	2	4	5
SAC	16	21	21
TAC	28	22	22
USAFE	14	4	1
OTHER	3	12	10
ADMINISTRATION OFFICER ASSIGNED TO UNIT			
YES	42	41	38
NO	58	59	62

TABLE 47

BACKGROUND INFORMATION FOR 405XA PERSONNEL WHO SPENT NONE, 1-40 PERCENT, OR MORE THAN 41 PERCENT OF THEIR TIME ON NONMAINTENANCE RELATED ADDITIONAL DUTIES

BACKGROUND VARIABLES	PERCENT MEMBERS RESPONDING		
	NONE (N=90)	1-40% (N=193)	41+% (N=25)
SEX			
MALE	82	80	96
FEMALE	18	20	4
GRADE			
O-1	51	44	24
O-2	9	23	20
O-3	33	31	52
O-4	7	2	4
AERONAUTICAL RATING STATUS			
RATED	5	2	-
NONRATED	92	98	100
NO RESPONSE	3	-	-
MAJCOM			
AFLC	6	6	8
AFSC	-	3	-
ATC	4	3	-
MAC	2	-	-
PACAF	4	5	-
SAC	22	29	16
TAC	34	29	20
USAFE	14	22	52
OTHER	14	3	4
ADMINISTRATION OFFICER ASSIGNED TO UNIT			
YES	32	35	32
NO	64	65	68
NO RESPONSE	4	-	-

TABLE 48

DIFFERENTIATING TASKS FOR 405XA PERSONNEL WHO SPEND NO TIME ON NONMAINTENANCE RELATED ADDITIONAL DUTIES VERSUS THOSE WHO SPEND MORE THAN 41 PERCENT OF THEIR TIME ON THESE ADDITIONAL DUTIES

TASKS	PERCENT MEMBERS PERFORMING		DIFFERENCE
	NONE (N=90)	41+% (N=25)	
INVENTORY CLASSIFIED DOCUMENTS OR MATERIALS	20	52	-32
ANALYZE AFTER ACTION, EXERCISE, OR DEPLOYMENT REPORTS OR CRITIQUES	22	56	-34
PERFORM RELEASE PROCEDURES	2	36	-34
SERVE IN COMMAND POST OR OPERATIONS CENTER DURING EXERCISES	7	44	-37
ENCODE OR DECODE MESSAGES	6	44	-38
ESCORT VISITORS OR VIPs IN LIMITED ACCESS AREAS, SUCH AS FLIGHTLINE OR WEAPON STORAGE AREAS (WSA)	39	80	-41
CONDUCT NONMAINTENANCE RELATED MEETINGS, SUCH AS EEO PANELS, FACILITY UTILIZATION BOARDS, OR SPORTS COUNCILS	6	48	-42
ATTEND NONMAINTENANCE RELATED MEETINGS, SUCH AS EEO PANELS, FACILITY UTILIZATION BOARDS, OR SPORTS COUNCILS	27	72	-45

ANALYSIS OF TRAINING EMPHASIS DATA

Officer training emphasis data provide a rating of tasks indicating the relative emphasis ratings for content in contract or basic resident training courses. From a listing of personnel identified for the 40XX job survey, officers with more than six years commissioned service and with fully qualified AFSCs were selected to rate training emphasis. Most of these raters (96) were aircraft maintenance officers, while 54 were munitions officers and 13 were EOD officers. Tasks were rated on a ten-point scale from zero (no structured training needed) to nine (extremely high training emphasis needed). The interrater reliability for all the raters was very high (.97).

Table 49 presents the 10 tasks which were rated highest on recommended training emphasis by the 40XX raters. Note that the first three of these tasks are supervisory rather than technical in nature, and were performed by large percentages of 40XX personnel.

Table 50 presents the tasks rated highest in recommended training emphasis by aircraft maintenance officers only, as well as the percent of 402X officers performing these tasks. The first eight of these tasks seem to be somewhat technical in nature, and received higher training emphasis ratings from the aircraft maintenance officers than from 40XX officers overall. The last two tasks, which are supervisory tasks, received lower training emphasis ratings from the 402X officers, but were performed by relatively large percentages of aircraft maintainers.

The tasks which were rated highest in training emphasis by munitions officers are listed in Table 51. Note that only six of these 10 tasks are performed by more than 50 percent of the munitions officers. It is also interesting to note that the top two tasks are supervisory rather than technical in nature.

Table 52 lists the tasks which were rated highest in training emphasis by the 13 EOD raters. Five of these tasks are performed by 45 percent or less of the EOD officers; the tasks performed by the majority of 405XB officers are supervisory or evaluative in nature.

TABLE 49

TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE) BY ALL 40XX PERSONNEL

TASK	TE RATING	PERCENT MEMBERS PERFORMING
COUNSEL PERSONNEL ON JOB PERFORMANCE	5.5	72
INDORSE OR REVIEW AIRMAN PERFORMANCE REPORTS (APR)	5.5	66
DRAFT OR WRITE APRs OR SUGGESTED INDORSEMENTS FOR APRs	5.4	66
ADJUST WORK SCHEDULES TO MEET SORTIE PRODUCTION GOALS	5.3	35
DOWNGRADE RED X's	5.3	36
SIGN OFF EXCEPTIONAL RELEASES, RED Xs, OR DANGER TAGS	5.1	34
ANALYZE INFORMATION CONTAINED IN AFTO FORM 781 SERIES DOCUMENTS	5.0	26
CONDUCT UNIT SELF-INSPECTIONS	4.9	48
ANALYZE CAUSES OF PRODUCTION DELAYS	4.8	38
INTERPRET TOs, MANUALS, REGULATIONS, POLICIES, OR PLANS	4.6	37

TABLE 50

TASKS RATED HIGHEST IN TRAINING EMPHASIS BY AIRCRAFT MAINTENANCE AFS 402X PERSONNEL

TASKS	TE RATING ALL	TE RATING 402X	PERCENT MEMBERS PERFORMING 402X
DOWNGRADE RED Xs	5.3	6.4	52
SIGN OFF EXCEPTIONAL RELEASES, RED Xs, OR DANGER TAGS	5.1	6.0	56
ANALYZE INFORMATION CONTAINED IN AFTO 781 SERIES DOCUMENTS	5.0	5.9	35
ADJUST WORK SCHEDULES TO MEET SORTIE PRODUCTION GOALS	5.3	5.9	47
ANALYZE CAUSES OF PRODUCTION DELAYS	4.8	5.9	40
ANALYZE DATA ON REPEAT OR RECURRING DISCREPANCIES	4.6	5.6	37
ANALYZE ABORT OR DEVIATION RATES	4.2	5.5	34
PRIORITIZE FLIGHTLINE (ON EQUIPMENT) MAINTENANCE ACTIVITIES	4.6	5.5	27
INDORSE OR REVIEW AIRMAN PERFORMANCE REPORTS	5.5	5.4	75
COUNSEL PERSONNEL ON JOB PERFORMANCE	5.5	5.3	76

TABLE 51

TASKS RATED HIGHEST IN TRAINING EMPHASIS BY MUNITIONS OFFICERS

TASKS	TE RATING ALL	TE RATING 405XA	PERCENT MEMBERS PERFORMING 405XA
COUNSEL PERSONNEL ON JOB PERFORMANCE	5.6	5.7	62
INDORSE OR REVIEW AIRMAN PERFORMANCE REPORTS (APR)	5.5	5.6	53
DETERMINE STORAGE CAPABILITIES FOR MUNITIONS	2.9	5.6	53
CONDUCT UNIT SELF-INSPECTIONS	4.9	5.5	57
SUPERVISE UPLOAD OR DOWNLOAD OF MUNITIONS ON AIRCRAFT	3.2	5.4	30
DRAFT OR WRITE APRs OR SUGGESTED INDORSEMENTS FOR APRs	5.3	5.4	54
EVALUATE ADEQUACY OF MUNITIONS STORAGE FACILITIES	2.7	5.1	45
DEVELOP NUCLEAR SAFETY PROGRAMS	2.2	5.1	30
DEVELOP EXPLOSIVE SAFETY PROGRAMS	2.9	5.0	40
CONDUCT UNIT SAFETY INSPECTIONS	4.4	5.0	61

TABLE 52

TASKS RATED HIGHEST IN TRAINING EMPHASIS BY EOD OFFICERS

TASKS	TE RATING ALL	TE RATING 405XB	PERCENT MEMBERS PERFORMING 405XB
COUNSEL PERSONNEL ON JOB PERFORMANCE	5.6	5.9	70
SUPERVISE UPLOAD OR DOWNLOAD OF MUNITIONS ON AIRCRAFT	3.2	5.7	17
DETERMINE STORAGE CAPABILITIES FOR MUNITIONS	2.9	5.6	38
INDORSE OR REVIEW AIRMAN PERFORMANCE REPORTS (APR)	5.5	5.5	51
DRAFT OR WRITE APRs OR SUGGESTED INDORSEMENTS FOR APRs	5.3	5.5	80
EVALUATE COMPLIANCE WITH TWO-MAN OR NO-LONE ZONE POLICIES	2.9	5.3	54
DEVELOP FLOW PLANS FOR MUNITIONS MAINTENANCE OR MUNITIONS BUILD-UP	2.5	5.3	-
IMPLEMENT UNIT SAFETY PROGRAMS	3.4	5.3	45
EVALUATE ADEQUACY OF MUNITIONS STORAGE FACILITIES	2.7	5.3	60
DEVELOP EXPLOSIVE SAFETY PROGRAMS	2.9	5.1	28

COMPARISON OF AFR 36-1 SPECIALTY DESCRIPTIONS TO SURVEY DATA

Survey data were compared to the AFR 36-1 officer specialty descriptions (1 March 1977) for the Maintenance Staff Officer (AFSC 4011/16), the Aircraft Maintenance Officer (AFSC 4021/24), the Munitions Officer (AFSC 4051/54) and the Aerospace Maintenance Officer (AFSC 4096). These specialty descriptions are designed to give a broad overview of the duties and tasks performed by personnel in a given specialty. Results of comparisons of the survey data with the specialty descriptions indicated that the specialty descriptions accurately covered the major duties and tasks performed by personnel with the various 40XX AFSCs.

In addition, as noted previously in this report, small percentages, generally less than 10 percent, of aircraft maintenance officers were performing some munitions tasks. Conversely, somewhat larger but yet relatively small percentages, generally less than 25 percent, of munitions officers were performing some aircraft maintenance tasks. However, aircraft maintenance duties were not present in the munitions officer specialty description, and the aircraft maintenance officer specialty description did not include munitions tasks. A brief mention or listing of tasks performed by larger groups may warrant inclusion in these specialty descriptions.

WRITE-IN COMMENTS

At the end of each job inventory, respondents are encouraged to write-in additional information, such as background responses which they were unable to classify in given categories or tasks they perform which did not appear in the inventory. Also, they are given the opportunity to express their attitudes toward or concerns about their utilization field. The following is a list of the most frequently encountered comments with supporting quotations from surveyed respondents:

1. Work Schedules - A number of respondents stated that the length of their average workday was 12 or more hours. Also, they reported working six or seven days a week instead of a standard five-day work week.

"Maintenance officers are expected to work a 10-12 hour day each day, regardless of the activity. This holds true for weekends also, during which we often go in to work. Many times, a senior officer will call the office after duty hours and get mad if he can't reach you."

2. Additional Duties - Several respondents wrote-in long lists of additional duties. Others complained that the numerous additional duties which they were required to perform conflicted at times with the accomplishment of their primary mission, aircraft or munitions maintenance.

"The greatest hinderance to accomplishing my job is all the additional duties assigned. At one point I had 17 additional duties."

3. Voluminous Amounts of Paperwork - Some respondents felt that much of the paperwork required to complete many of the maintenance activities was unnecessary and consumed valuable time which could be better utilized completing other maintenance functions.

"Literally tons of paperwork are required to complete the maintenance mission on a day-to-day basis."

4. Educational Background - Comments were made concerning the lack of definite requirements for specific types of college degrees upon entrance into the aircraft and munitions maintenance utilization field. Some respondents felt that positions in this utilization field should be filled by personnel with some type of technically oriented degree, such as an electrical or mechanical engineering degree.

"Recommend mechanical or electrical related degrees for all maintenance officers."

5. Rated Personnel - A hypothesis generated by some respondents as the major reason for shortages of maintenance personnel and the exit of many nonrated personnel from the utilization field was that rated personnel were receiving the most desirable positions, squadron commander and DCM. A number of respondents felt that rated personnel unfairly hindered the career progression of the nonrated personnel.

"I prefer to remain in the 40XX career but will cross train and remain in another career field if rated supplement officers continue to monopolize the challenging maintenance positions, such as squadron commander and deputy commander for maintenance."

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP1237 - DCMs AND ASSISTANT DCMs

NUMBER IN GROUP: 50 PERCENT OF SAMPLE: 2.1%

MAJCOM DISTRIBUTION: AAC (2%), AFCS (2%), AFSC (4%), ATC (6%), MAC (20%), PACAF (4%), SAC (26%), TAC (20%), USAFE (16%)

DAFSC DISTRIBUTION: 4011/16 (18%), 4096 (82%)

AVERAGE GRADE: 5.5 AVERAGE TIME IN CAREER FIELD: 95 MOS

AVERAGE TIME IN SERVICE: 277 MOS AVERAGE TIME COMMISSIONED SERVICE: 265 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (62%), AFR 66-5 (32%), NONE (2%), OTHER (4%)

AERONAUTICAL RATING STATUS: RATED (70%), NONRATED (30%)

TYPE OF SHIFT WORKED: DAY (90%), ROTATING (6%), OTHER (4%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	58%
CROSSTRAIN TO ANOTHER FIELD	14%
NOT SURE	8%
OTHER	20%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (98%), NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	2%
FAIRLY WELL TO VERY WELL	34%
EXCELLENTLY TO PERFECTLY	60%
NOT REPORTED	4%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	12%
FAIRLY WELL TO VERY WELL	38%
EXCELLENTLY TO PERFECTLY	48%
NOT REPORTED	2%

AVERAGE NUMBER OF TASKS PERFORMED: 241

EXAMPLES OF TASKS:

EVALUATE CONSISTENCY OF DCM STAFF GOALS AND FLIGHTLINE OR SHOP GOALS
APPROVE OR DISAPPROVE QC, QA, OR MAR REPORTS
EVALUATE UNIT MSEP
APPROVE OR DISAPPROVE PERSONNEL TO SIGN OFF EXCEPTIONAL RELEASES, RED Xs, OR DANGER TAGS
APPROVE OR DISAPPROVE REQUESTS FOR DEPOT LEVEL ASSISTANCE
REVIEW, APPROVE, OR DISAPPROVE TDY REQUESTS

GROUP ID NUMBER AND TITLE: GRP1213 - MAINTENANCE CONTROL PERSONNEL

NUMBER IN GROUP: 33 PERCENT OF SAMPLE: 1.4%

MAJCOM DISTRIBUTION: AAC (3%), ADCOM (3%), AFSC (3%), ATC (9%), MAC (21%), PACAF (3%), SAC (34%), TAC (3%), USAFE (21%)

DAFSC DISTRIBUTION: 4011/16 (70%), 4021/24 (24%), 4096 (6%)

AVERAGE GRADE: 4.0 AVERAGE TIME IN CAREER FIELD: 132 MOS

AVERAGE TIME IN SERVICE: 202 MOS AVERAGE TIME COMMISSIONED SERVICE: 180 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (67%), AFR 66-5 (24%), NONE (6%), OTHER (3%)

AERONAUTICAL RATING STATUS: RATED (21%), NONRATED (79%)

TYPE OF SHIFT WORKED: DAY (91%), SWING (3%), ROTATING (6%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	73%
CROSSTRAIN TO ANOTHER FIELD	6%
NOT SURE	6%
OTHER	15%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (9%), INTERESTING (91%)

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	3%
FAIRLY WELL TO VERY WELL	58%
EXCELLENTLY TO PERFECTLY	39%
NOT REPORTED	0%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	3%
FAIRLY WELL TO VERY WELL	61%
EXCELLENTLY TO PERFECTLY	36%
NOT REPORTED	0%

AVERAGE NUMBER OF TASKS PERFORMED: 249

EXAMPLES OF TASKS:

PROGRAM SCHEDULED MAINTENANCE
ANSWER INTERNAL INSPECTION REPORTS
COORDINATE WITH TRANSPORTATION OR SUPPLY PERSONNEL ON PARTS DELIVERY
DRAFT OR WRITE INPUTS FOR BASE OR WING LEVEL PLANS OR DOCUMENTS
PRIORITIZE IN-SHOP (OFF EQUIPMENT) MAINTENANCE ACTIVITIES
PRIORITIZE FLIGHTLINE (ON EQUIPMENT) MAINTENANCE ACTIVITIES

GROUP ID NUMBER AND TITLE: GRP239 - JOB CONTROL PERSONNEL

NUMBER IN GROUP: 107 PERCENT OF SAMPLE: 4.6%

MAJCOM DISTRIBUTION: AAC (1%), AFSC (1%), ATC (4%), MAC (18%), PACAF (5%), SAC (23%), TAC (36%), USAFE (12%)

DAFSC DISTRIBUTION: 4011/16 (27%), 4021/24 (58%), 4096 (15%)

AVERAGE GRADE: 3.2 AVERAGE TIME IN CAREER FIELD: 68 MOS

AVERAGE TIME IN SERVICE: 153 MOS AVERAGE TIME COMMISSIONED SERVICE: 124 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (48%), AFR 66-5 (44%), NONE (1%), OTHER (7%)

AERONAUTICAL RATING STATUS: RATED (22%), NONRATED (77%), NOT REPORTED (1%)

TYPE OF SHIFT WORKED: DAY (79%), SWING(5%), ROTATING (13%), OTHER (3%)

UTILIZATION FIELD PLANS:	
CONTINUE IN 40XX	46%
CROSSTRAIN TO ANOTHER FIELD	17%
NOT SURE	17%
OTHER	20%

EXPRESSED JOB INTEREST: DULL (1%), SO-SO (8%), INTERESTING (89%), NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS:	
NOT AT ALL TO VERY LITTLE	9%
FAIRLY WELL TO VERY WELL	67%
EXCELLENTLY TO PERFECTLY	22%
NOT REPORTED	2%

PERCEIVED UTILIZATION OF TRAINING:	
NOT AT ALL TO VERY LITTLE	14%
FAIRLY WELL TO VERY WELL	66%
EXCELLENTLY TO PERFECTLY	18%
NOT REPORTED	2%

AVERAGE NUMBER OF TASKS PERFORMED: 115

EXAMPLES OF TASKS:

REVIEW FLYING OR MAINTENANCE SCHEDULES
CHANGE AIRCRAFT ON FLYING SCHEDULES
REVIEW DAILY FLYING DISCREPANCIES
ANALYZE CAUSES OF PRODUCTION DELAYS
REVIEW DAILY FLYING DEVIATIONS OR PRODUCTION REPORTS
APPROVE OR DISSAPPROVE CANNIBALIZATION REQUESTS

AD-A094 174 AIR FORCE OCCUPATIONAL MEASUREMENT CENTER RANDOLPH AFB TX F/G 5/9
AIRCRAFT MAINTENANCE AND MUNITIONS OFFICER UTILIZATION FIELD AF--ETC(U)
DEC 80

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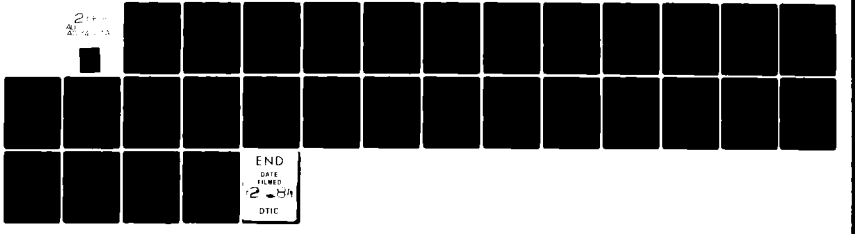

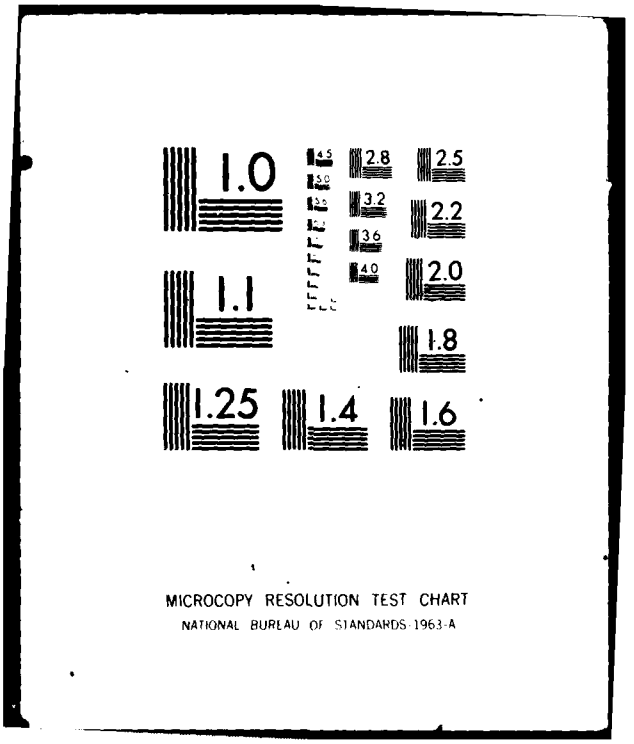
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GROUP ID NUMBER AND TITLE: GRP618 - SQUADRON COMMANDERS

NUMBER IN GROUP: 204 PERCENT OF SAMPLE: 8.7%

MAJCOM DISTRIBUTION: AAC (1%), AFLC (3%), AFSC (2%), ATC (6%), MAC (14%), PACAF (3%), SAC (35%), TAC (21%), USAFE (15%)

DAFSC DISTRIBUTION: 4011/16 (95%), 4021/24 (1%), 4051A/54A (2%), 4096 (2%)

AVERAGE GRADE: 4.6 AVERAGE TIME IN CAREER FIELD: 103 MOS

AVERAGE TIME IN SERVICE: 206 MOS AVERAGE TIME COMMISSIONED SERVICE: 198 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (60%), AFR 66-5 (29%), NONE (1%), OTHER (10%)

AERONAUTICAL RATING STATUS: RATED (32%), NONRATED (67%), NOT REPORTED (1%)

TYPE OF SHIFT WORKED: DAY (96%), SWING (1%), ROTATING (2%), OTHER (1%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	52%
CROSSTRAIN TO ANOTHER FIELD	10%
NOT SURE	5%
OTHER	33%

EXPRESSED JOB INTEREST: DULL (1%), SO-SO (2%), INTERESTING (96%), NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	2%
FAIRLY WELL TO VERY WELL	43%
EXCELLENTLY TO PERFECTLY	53%
NOT REPORTED	2%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	10%
FAIRLY WELL TO VERY WELL	53%
EXCELLENTLY TO PERFECTLY	34%
NOT REPORTED	3%

AVERAGE NUMBER OF TASKS PERFORMED: 211

EXAMPLES OF TASKS:

ADMINISTER DISCIPLINE UNDER UCMJ
INITIATE ACTIONS UNDER AFRs 39-10, 39-12, 36-2, OR 36-3
EVALUATE PERSONNEL PROBLEMS TO DETERMINE ADMINISTRATIVE ACTIONS TO BE TAKEN, SUCH AS SOCIAL ACTIONS REFERRALS
CONDUCT COMMANDER'S CALLS
ESTABLISH UNFAVORABLE INFORMATION FILES (UIF)

GROUP ID NUMBER AND TITLE: SPC216 - MAINTENANCE SUPERVISORS AND BRANCH LEVEL PERSONNEL I

NUMBER IN GROUP: 282 PERCENT OF SAMPLE: 12%

MAJCOM DISTRIBUTION: AAC (2%), AFSC (2%), ATC (4%), MAC (19%), PACAF (5%), SAC (23%), TAC (28%), USAFE (17%)

DAFSC DISTRIBUTION: 4011/16 (31%), 4021/24 (65%), 4051A/54A (3%), 4096 (1%)

AVERAGE GRADE: 2.8 AVERAGE TIME IN CAREER FIELD: 65 MOS

AVERAGE TIME IN SERVICE: 121 MOS AVERAGE TIME COMMISSIONED SERVICE: 93 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (49%), AFR 66-5 (44%), OTHER (7%)

AERONAUTICAL RATING STATUS: RATED (8%), NONRATED (92%)

TYPE OF SHIFT WORKED: DAY (87%), SWING (1%), ROTATING (11%), OTHER (1%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	49%
CROSSTRAIN TO ANOTHER FIELD	17%
NOT SURE	17%
OTHER	17%

EXPRESSED JOB INTEREST: DULL (2%), SO-SO (7%), INTERESTING (89%), NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	8%
FAIRLY WELL TO VERY WELL	68%
EXCELLENTLY TO PERFECTLY	23%
NOT REPORTED	1%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	17%
FAIRLY WELL TO VERY WELL	66%
EXCELLENTLY TO PERFECTLY	17%
NOT REPORTED	0%

AVERAGE NUMBER OF TASKS PERFORMED: 217

EXAMPLES OF TASKS:

INSPECT WORK FACILITIES OR AREAS
REVIEW UNIT MANNING STRUCTURE TO INSURE PROPER SKILL LEVEL, GRADE, OR AFSC AUTHORIZATIONS
EVALUATE DISTRIBUTION OF UNIT PERSONNEL BY SHIFT
ANSWER TECHNICAL QUESTIONS FROM SUPERIORS
ADJUST WORK SCHEDULES TO MEET SORTIE PRODUCTION GOALS
ADVISE COMMANDERS OR STAFF AGENCIES ON MAINTENANCE MATTERS, SUCH AS CAPABILITIES, PROCEDURES, OR PROGRAMS

GROUP ID NUMBER AND TITLE: SPC217 - MAINTENANCE SUPERVISOR AND BRANCH LEVEL PERSONNEL II

NUMBER IN GROUP: 150 PERCENT OF SAMPLE: 6.4%

MAJCOM DISTRIBUTION: AAC (2%), ADCOM (1%), AFLC (2%), AFSC (3%), ATC (9%), MAC (19%), PACAF (3%), SAC (29%), TAC (21%), USAFE (11%)

DAFSC DISTRIBUTION: 4011/16 (14%), 4021/24 (75%), 4051A/54A (11%)

AVERAGE GRADE: 2.0 AVERAGE TIME IN CAREER FIELD: 32 MOS

AVERAGE TIME IN SERVICE: 88 MOS AVERAGE TIME COMMISSIONED SERVICE: 50 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (59%), AFR 66-5 (31%), NONE (1%), OTHER (9%)

AERONAUTICAL RATING STATUS: RATED (5%), NONRATED (95%)

TYPE OF SHIFT WORKED: DAY (83%), SWING (2%), MIDNIGHT (1%), ROTATING (13%), OTHER (1%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	31%
CROSSTRAIN TO ANOTHER FIELD	28%
NOT SURE	26%
OTHER	15%

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (8%), INTERESTING (85%)

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	21%
FAIRLY WELL TO VERY WELL	59%
EXCELLENTLY TO PERFECTLY	19%
NOT REPORTED	1%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	19%
FAIRLY WELL TO VERY WELL	69%
EXCELLENTLY TO PERFECTLY	11%
NOT REPORTED	1%

AVERAGE NUMBER OF TASKS PERFORMED: 103

EXAMPLES OF TASKS:

INSPECT WORK FACILITIES OR AREAS
REVIEW UNIT MANNING STRUCTURE TO INSURE PROPER SKILL LEVEL, GRADE, OR AFSC AUTHORIZATIONS
EVALUATE DISTRIBUTION OF UNIT PERSONNEL BY SHIFT
ANSWER TECHNICAL QUESTIONS FROM SUPERIORS
ADJUST WORK SCHEDULES TO MEET SORTIE PRODUCTION GOALS
ADVISE COMMANDERS OR STAFF AGENCIES ON MAINTENANCE MATTERS, SUCH AS CAPABILITIES, PROCEDURES, OR PROGRAMS

GROUP ID NUMBER AND TITLE: GRP364 - SQUADRON SECURITY PERSONNEL

NUMBER IN GROUP: 16 PERCENT OF SAMPLE: .7%

MAJCOM DISTRIBUTION: MAC (19%), SAC (44%), TAC (31%), USAFE (6%)

DAFSC DISTRIBUTION: 4011/16 (6%), 4021/24 (88%), 40541/54A (6%)

AVERAGE GRADE: 1.8 AVERAGE TIME IN CAREER FIELD: 31 MOS

AVERAGE TIME IN SERVICE: 63 MOS AVERAGE TIME COMMISSIONED SERVICE: 39 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (50%), AFR 66-5 (31%), OTHER (19%)

AERONAUTICAL RATING STATUS: RATED (0%), NONRATED (100%)

TYPE OF SHIFT WORKED: DAY (69%), SWING (6%), ROTATING (25%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	38%
CROSSTRAIN TO ANOTHER FIELD	6%
NOT SURE	44%
OTHER	12%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (94%), NOT REPORTED (6%)

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	19%
FAIRLY WELL TO VERY WELL	69%
EXCELLENTLY TO PERFECTLY	6%
NOT REPORTED	6%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	25%
FAIRLY WELL TO VERY WELL	63%
EXCELLENTLY TO PERFECTLY	12%
NOT REPORTED	0%

AVERAGE NUMBER OF TASKS PERFORMED: 144

EXAMPLES OF TASKS:

MANAGE UNIT SECURITY PROGRAMS
CONDUCT UNIT SECURITY INSPECTIONS
COORDINATE WITH SP, CBPO, OR OSI ON RESTRICTED AREA BADGE REQUESTS
APPROVE OR DISAPPROVE LETTERS GRANTING ACCESS TO RESTRICTED AREAS
COUNSEL PERSONNEL ON JOB PERFORMANCE
INDORSE OR REVIEW APRs

GROUP ID NUMBER AND TITLE: GRP599 - MUNITIONS MAINTENANCE PERSONNEL

NUMBER IN GROUP: 74 PERCENT OF SAMPLE: 3.2%

MAJCOM DISTRIBUTION: AAC (1%), AFLC (4%), AFSC (3%), PACAF (3%), SAC (42%), TAC (23%), USAFE (24%)

DAFSC DISTRIBUTION: 4011/16 (25%), 4021/24 (3%), 4051A/54A (72%)

AVERAGE GRADE: 2.2 AVERAGE TIME IN CAREER FIELD: 40 MOS

AVERAGE TIME IN SERVICE: 109 MOS AVERAGE TIME COMMISSIONED SERVICE: 58 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (51%), AFR 66-5 (26%), NONE (3%), OTHER (20%)

AERONAUTICAL RATING STATUS: RATED (0%), NONRATED (100%)

TYPE OF SHIFT WORKED: DAY (96%), SWING (1%), ROTATING (3%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	35%
CROSSTRAIN TO ANOTHER FIELD	37%
NOT SURE	22%
OTHER	6%

EXPRESSED JOB INTEREST: DULL (3%), SO-SO (9%), INTERESTING (88%), NOT REPORTED (0%)

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	14%
FAIRLY WELL TO VERY WELL	70%
EXCELLENTLY TO PERFECTLY	16%
NOT REPORTED	0%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	16%
FAIRLY WELL TO VERY WELL	69%
EXCELLENTLY TO PERFECTLY	14%
NOT REPORTED	1%

AVERAGE NUMBER OF TASKS PERFORMED: 195

EXAMPLES OF TASKS:

INSPECT WORK FACILITIES OR AREAS
INITIATE CORRECTIVE ACTIONS TO INSPECTIONS OR EVALUATIONS
COORDINATE WITH BASE OR MAINTENANCE PERSONNEL ON DELIVERY OF MUNITIONS TO STORAGE OR FLIGHTLINE FACILITIES
DETERMINE MAINTENANCE CAPABILITY
INTERPRET TOs, MANUALS, REGULATIONS, POLICIES, OR PLANS
ESCORT VISITORS OR VIPs IN LIMITED ACCESS AREAS, SUCH AS FLIGHTLINE OR WEAPON STORAGE AREAS (WSA)

GROUP ID NUMBER AND TITLE: GRP094 - STAFF ACTION OFFICERS

NUMBER IN GROUP: 485 PERCENT OF SAMPLE: 20.7%

MAJCOM DISTRIBUTION: AAC (1%), ADCOM (1%), AFCS (1%), AFLC (11%), AFRES (1%), AFSC (2%), ATC (7%), HQ USAF (8%), MAC (9%), PACAF (4%), SAC (13%), TAC (20%), USAFE (12%), OTHER (10%)

DAFSC DISTRIBUTION: 4011/16 (54%), 4021/24 (30%), 4051A/54A (6%), 4051B/54B (1%), 4096 (9%)

AVERAGE GRADE: 3.8 AVERAGE TIME IN CAREER FIELD: 116 MOS

AVERAGE TIME IN SERVICE: 184 MOS AVERAGE TIME COMMISSIONED SERVICE: 159 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (14%), AFR 66-5 (10%), NONE (44%), OTHER (32%)

AERONAUTICAL RATING STATUS: RATED (13%), NONRATED (87%)

TYPE OF SHIFT WORKED: DAY (99%), ROTATING (1%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	59%
CROSSTRAIN TO ANOTHER FIELD	14%
NOT SURE	13%
OTHER	14%

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (7%), INTERESTING (84%), NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	13%
FAIRLY WELL TO VERY WELL	64%
EXCELLENTLY TO PERFECTLY	23%
NOT REPORTED	0%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	19%
FAIRLY WELL TO VERY WELL	59%
EXCELLENTLY TO PERFECTLY	22%
NOT REPORTED	0%

AVERAGE NUMBER OF TASKS PERFORMED: 111

EXAMPLES OF TASKS:

DRAFT OR WRITE BACKGROUND PAPERS, POINT PAPERS OR TALKING PAPERS
DRAFT OR WRITE STAFF STUDIES, STAFF SUMMARY SHEETS, OR POSITION PAPERS
COMPILE OR EVALUATE INFORMATION FOR STAFF STUDIES, STAFF SUMMARY SHEETS, OR POSITION PAPERS
CONDUCT FORMAL BRIEFINGS
DRAFT OR WRITE MESSAGES FOR ELECTRICAL TRANSMISSION
REVIEW, APPROVE, OR DISAPPROVE MESSAGES FOR ELECTRICAL TRANSMISSION

GROUP ID NUMBER AND TITLE: GRP462 - DETACHED UNIT COMMANDERS

NUMBER IN GROUP: 79 PERCENT OF SAMPLE: 3.4%

MAJCOM DISTRIBUTION: AFLC (9%), ATC (61%), ESC (1%), PACAF (4%), SAC (4%), TAC (7%), USAFE (14%)

DAFSC DISTRIBUTION: 4011/16 (27%), 4021/24 (56%), 4051A/54A (3%), 4051B/54B (13%), 4096 (1%)

AVERAGE GRADE: 3.2 AVERAGE TIME IN CAREER FIELD: 80 MOS

AVERAGE TIME IN SERVICE: 167 MOS AVERAGE TIME COMMISSIONED SERVICE: 126 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (10%), AFR 66-5 (11%), NONE (44%), OTHER (35%)

AERONAUTICAL RATING STATUS: RATED (18%), NONRATED (82%)

TYPE OF SHIFT WORKED: DAY (99%), ROTATING (1%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	47%
CROSSTRAIN TO ANOTHER FIELD	13%
NOT SURE	18%
OTHER	22%

EXPRESSED JOB INTEREST: DULL (3%), SO-SO (1%), INTERESTING (95%), NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	5%
FAIRLY WELL TO VERY WELL	62%
EXCELLENTLY TO PERFECTLY	32%
NOT REPORTED	1%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	24%
FAIRLY WELL TO VERY WELL	51%
EXCELLENTLY TO PERFECTLY	25%
NOT REPORTED	0%

AVERAGE NUMBER OF TASKS PERFORMED: 192

EXAMPLES OF TASKS:

EVALUATE INSTRUCTORS
ESTABLISH TRAINING POLICIES
EVALUATE SUBORDINATES' TRAINING NEEDS
IMPLEMENT PERSONNEL RECOGNITION PROGRAMS
ASSIGN PERSONNEL TO PERFORM ADDITIONAL DUTIES, SUCH AS SAFETY, EOT, OR RESOURCE ADVISOR
REVIEW UNIT MANNING BALANCE BETWEEN PERSONNEL OUTBOUND AND PERSONNEL INBOUND

GROUP ID NUMBER AND TITLE: GRP126 - WING SAFETY PERSONNEL

NUMBER IN GROUP: 101 PERCENT OF SAMPLE: 4.3%

MAJCOM DISTRIBUTION: AAC (3%), AFLC (6%), AFCS (1%), AFSC (1%), ATC (2%), HQ USAF (1%), MAC (3%), PACAF (5%), SAC (30%), TAC (16%), USAFE (29%), OTHER (3%)

DAFSC DISTRIBUTION: 4011/16 (23%), 4021/24 (6%), 4051A/54A (70%), 4051B/54B (1%)

AVERAGE GRADE: 2.5 AVERAGE TIME IN CAREER FIELD: 44 MOS

AVERAGE TIME IN SERVICE: 103 MOS AVERAGE TIME COMMISSIONED SERVICE: 80 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (30%), AFR 66-5 (16%), NONE (37%), OTHER (17%)

AERONAUTICAL RATING STATUS: RATED (10%), NONRATED (88%), NOT REPORTED (2%)

TYPE OF SHIFT WORKED: DAY (93%), ROTATING (5%), OTHER (2%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	25%
CROSSTRAIN TO ANOTHER FIELD	35%
NOT SURE	17%
OTHER	23%

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (8%), INTERESTING (81%),

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	23%
FAIRLY WELL TO VERY WELL	61%
EXCELLENTLY TO PERFECTLY	15%
NOT REPORTED	1%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	20%
FAIRLY WELL TO VERY WELL	69%
EXCELLENTLY TO PERFECTLY	11%

AVERAGE NUMBER OF TASKS PERFORMED: 121

EXAMPLES OF TASKS:

DEVELOP NUCLEAR SAFETY PROGRAMS
DRAFT OR WRITE SAFETY PLANS, POLICIES, OR PROGRAMS
DRAFT OR WRITE SAFETY NEWSLETTERS
DEVELOP MISSILE SAFETY PROGRAMS
SERVE ON BASE LEVEL SAFETY COUNCILS
ANALYZE DEPLOYMENT OR EXERCISE PLANS FOR POTENTIAL SAFETY PROBLEMS

GROUP ID NUMBER AND TITLE: GRP061 - SQUADRON SAFETY PERSONNEL

NUMBER IN GROUP: 162 PERCENT OF SAMPLE: 6.9%

MAJCOM DISTRIBUTION: AAC (1%), ADCOM (2%), AFCS (1%), AFLC (5%), AFSC (4%), ATC (6%), MAC (17%), PACAF (6%), SAC (26%), TAC (23%), USAFE (8%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 4011/16 (11%), 4021/24 (53%), 4051A/54A (34%), 4051B/54B (1%), 4096 (1%)

AVERAGE GRADE: 1.8 AVERAGE TIME IN CAREER FIELD: 24 MOS

AVERAGE TIME IN SERVICE: 72 MOS AVERAGE TIME COMMISSIONED SERVICE: 46 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (53%), AFR 66-5 (27%), NONE (5%), OTHER (15%)

AERONAUTICAL RATING STATUS: RATED (8%), NONRATED (91%), NOT REPORTED (1%)

TYPE OF SHIFT WORKED: DAY (88%), SWING (3%), MIDNIGHT (1%), ROTATING (8%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	26%
CROSSTRAIN TO ANOTHER FIELD	33%
NOT SURE	27%
OTHER	14%

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (9%), INTERESTING (76%), NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	29%
FAIRLY WELL TO VERY WELL	53%
EXCELLENTLY TO PERFECTLY	18%
NOT REPORTED	0%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	28%
FAIRLY WELL TO VERY WELL	60%
EXCELLENTLY TO PERFECTLY	11%
NOT REPORTED	1%

AVERAGE NUMBER OF TASKS PERFORMED: 56

EXAMPLES OF TASKS:

CONDUCT UNIT SAFETY INSPECTIONS
IMPLEMENT UNIT SAFETY PROGRAMS
INVESTIGATE SAFETY INCIDENTS, VIOLATIONS, OR MALPRACTICES
ATTEND ANCILLARY TRAINING, SUCH AS CHEMICAL WARFARE, FIRE EXTINGUISHER, OR COMMUNICATIONS SECURITY (COMSEC)
DEVELOP UNIT SAFETY PROGRAMS, SUCH AS FOD, VEHICLE, OR GROUND SAFETY PROGRAMS
COORDINATE WITH PERSONNEL FROM BASE AGENCIES ON ACCIDENT, INCIDENT, OR MISHAP REPORTS

GROUP ID NUMBER AND TITLE: GRP044 - INSTRUCTORS

NUMBER IN GROUP: 34 PERCENT OF SAMPLE: 1.4%

MAJCOM DISTRIBUTION: AFLC (6%), ATC (88%), TAC (6%)

DAFSC DISTRIBUTION: 4011/16 (12%), 4021/24 (50%), 4051A/54A (29%), 4051B/54B (9%)

AVERAGE GRADE: 2.6 AVERAGE TIME IN CAREER FIELD: 60 MOS

AVERAGE TIME IN SERVICE: 130 MOS AVERAGE TIME COMMISSIONED SERVICE: 80 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (3%), AFR 66-5 (6%), NONE (68%), OTHER (23%)

AERONAUTICAL RATING STATUS: RATED (0%), NONRATED (97%), NOT REPORTED (3%)

TYPE OF SHIFT WORKED: DAY (97%), OTHER (3%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	50%
CROSSTRAIN TO ANOTHER FIELD	12%
NOT SURE	12%
OTHER	26%

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (15%), INTERESTING (68%), NOT REPORTED (5%)

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	23%
FAIRLY WELL TO VERY WELL	56%
EXCELLENTLY TO PERFECTLY	18%
NOT REPORTED	3%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	24%
FAIRLY WELL TO VERY WELL	47%
EXCELLENTLY TO PERFECTLY	26%
NOT REPORTED	3%

AVERAGE NUMBER OF TASKS PERFORMED: 66

EXAMPLES OF TASKS:

CONDUCT TRAINING IN FORMAL RESIDENT TRAINING COURSES
APPLY INSTRUCTIONAL SYSTEM DEVELOPMENT (ISD) PROCESS IN DEVELOPING OR REVISING TRAINING PROGRAMS
ANALYZE RESULTS OF PERSONNEL TESTING
OBTAIN TRAINING AIDS, SPACE, OR EQUIPMENT
DEVELOP COURSE CONTROL DOCUMENTS, SUCH AS COURSE TRAINING STANDARDS (CTS) OR SYLLABI
DOCUMENT COUNSELING SESSIONS

GROUP ID NUMBER AND TITLE: GRP095 - IG INSPECTORS

NUMBER IN GROUP: 93 PERCENT OF SAMPLE: 4%

MAJCOM DISTRIBUTION: AFLC (9%), AFSC (1%), HQ USAF (9%), MAC (10%), PACAF (5%), SAC (17%), TAC (25%), USAFE (12%), OTHER (12%)

DAFSC DISTRIBUTION: 4011/16 (55%), 4021/24 (19%), 4051A/54A (10%), 4051B/54B (8%), 4096 (8%)

AVERAGE GRADE: 3.8 AVERAGE TIME IN CAREER FIELD: 105 MOS

AVERAGE TIME IN SERVICE: 179 MOS AVERAGE TIME COMMISSIONED SERVICE: 158 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (6%), AFR 66-5 (10%), NONE (54%), OTHER (30%)

AERONAUTICAL RATING STATUS: RATED (12%), NONRATED (87%), NOT REPORTED (1%)

TYPE OF SHIFT WORKED: DAY (85%), SWING (1%), MIDNIGHT (1%), ROTATING (13%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	63%
CROSSTRAIN TO ANOTHER FIELD	14%
NOT SURE	11%
OTHER	12%

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (5%), INTERESTING (88%), NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	7%
FAIRLY WELL TO VERY WELL	52%
EXCELLENTLY TO PERFECTLY	40%
NOT REPORTED	1%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	7%
FAIRLY WELL TO VERY WELL	49%
EXCELLENTLY TO PERFECTLY	43%
NOT REPORTED	1%

AVERAGE NUMBER OF TASKS PERFORMED: 92

EXAMPLES OF TASKS:

CONDUCT INSPECTIONS OF SUBORDINATE UNITS, SUCH AS IG INSPECTIONS
DRAFT OR WRITE FORMAL INSPECTION REPORTS, SUCH AS MSET OR IG
DEVELOP INSPECTOR GENERAL (IG) OR MAINTENANCE STANDARDIZATION EVALUATION TEAM (MSET) INSPECTION PLANS
INSPECT TRAINING FILES
EVALUATE PERFORMANCE OF INSPECTORS OR EVALUATORS IN SUBORDINATE UNITS
REVIEW, APPROVE, OR DISAPPROVE INSPECTION REPORTS, SUCH AS OPERATIONAL READINESS INSPECTIONS (ORI), IG, OR MSET

GROUP ID NUMBER AND TITLE: GRP482 - QUALITY CONTROL PERSONNEL

NUMBER IN GROUP: 50 PERCENT OF SAMPLE: 2.1%

MAJCOM DISTRIBUTION: AAC (2%), AFLC (10%), AFSC (4%), ATC (16%), MAC (8%), PACAF (6%), SAC (20%), TAC (22%), USAFE (12%)

DAFSC DISTRIBUTION: 4011/16 (38%), 4021/24 (56%), 4096 (6%)

AVERAGE GRADE: 3.4 AVERAGE TIME IN CAREER FIELD: 58 MOS

AVERAGE TIME IN SERVICE: 166 MOS AVERAGE TIME COMMISSIONED SERVICE: 145 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (44%), AFR 66-5 (38%), OTHER (18%)

AERONAUTICAL RATING STATUS: RATED (52%), NONRATED (46%), NOT REPORTED (2%)

TYPE OF SHIFT WORKED: DAY (96%), ROTATING (4%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	36%
CROSSTRAIN TO ANOTHER FIELD	6%
NOT SURE	28%
OTHER	30%

EXPRESSED JOB INTEREST: DULL (2%), SO-SO (8%), INTERESTING (90%),

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	10%
FAIRLY WELL TO VERY WELL	68%
EXCELLENTLY TO PERFECTLY	20%
NOT REPORTED	2%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	22%
FAIRLY WELL TO VERY WELL	58%
EXCELLENTLY TO PERFECTLY	20%
NOT REPORTED	0%

AVERAGE NUMBER OF TASKS PERFORMED: 178

EXAMPLES OF TASKS:

EVALUATE QA OR QC PROGRAMS
EVALUATE MAINTENANCE REPAIR PROCEDURES
APPROVE OR DISAPPROVE QUALITY CONTROL (QC), QUALITY ASSURANCE (QA), OR MAINTENANCE ANALYSIS REFERRAL (MAR) REPORTS
EVALUATE QC, QAP, OR MAR REPORTS
COORDINATE WITH AIRCREWS ON MAINTENANCE OR OPERATIONS PROBLEMS
DRAFT OR WRITE QC, QAP, OR MAR REPORTS

GROUP ID NUMBER AND TITLE: GRP084 - FUNCTIONAL CHECK FLIGHT EVALUATORS

NUMBER IN GROUP: 39 PERCENT OF SAMPLE: 1.7%

MAJCOM DISTRIBUTION: ADCOM (3%), AFLC (13%), AFSC (3%), ATC (3%), MAC (20%), SAC (20%), TAC (25%), USAFE (13%)

DAFSC DISTRIBUTION: 4011/16 (26%), 4021/24 (71%), 4096 (3%)

AVERAGE GRADE: 3.4 AVERAGE TIME IN CAREER FIELD: 60 MOS

AVERAGE TIME IN SERVICE: 169 MOS AVERAGE TIME COMMISSIONED SERVICE: 149 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (49%), AFR 66-5 (31%), OTHER (20%)

AERONAUTICAL RATING STATUS: RATED (56%), NONRATED (44%)

TYPE OF SHIFT WORKED: DAY (92%), ROTATING (5%), OTHER (3%)

UTILIZATION FIELD PLANS:

CONTINUE IN 40XX	28%
CROSSTRAIN TO ANOTHER FIELD	10%
NOT SURE	10%
OTHER	52%

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (13%), INTERESTING (79%),

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL TO VERY LITTLE	18%
FAIRLY WELL TO VERY WELL	61%
EXCELLENTLY TO PERFECTLY	21%
NOT REPORTED	0%

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL TO VERY LITTLE	26%
FAIRLY WELL TO VERY WELL	51%
EXCELLENTLY TO PERFECTLY	23%
NOT REPORTED	0%

AVERAGE NUMBER OF TASKS PERFORMED: 63

EXAMPLES OF TASKS:

EVALUATE QA OR QC PROGRAMS
EVALUATE MAINTENANCE REPAIR PROCEDURES
APPROVE OR DISAPPROVE QUALITY CONTROL (QC), QUALITY ASSURANCE (QA), OR MAINTENANCE ANALYSIS REFERRAL (MAR) REPORTS
EVALUATE QC, QAP, OR MAR REPORTS
COORDINATE WITH AIRCREWS ON MAINTENANCE OR OPERATIONS PROBLEMS
DRAFT OR WRITE QC, QAP, OR MAR REPORTS

GROUP ID NUMBER AND TITLE: GRP122 - BUDGET MANAGERS

NUMBER IN GROUP: 19 PERCENT OF SAMPLE: .81%

MAJCOM DISTRIBUTION: ATC (5%), MAC (26%), SAC (21%), TAC (16%), USAFE (32%),

DAFSC DISTRIBUTION: 4011/16 (15%), 4021/24 (74%), 4051A/54A (11%)

AVERAGE GRADE: 2.5 AVERAGE TIME IN CAREER FIELD: 58 MOS

AVERAGE TIME IN SERVICE: 80 MOS AVERAGE TIME COMMISSIONED SERVICE: 71 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (58%), AFR 66-5 (26%), NONE (16%)

AERONAUTICAL RATING STATUS: RATED (0%), NONRATED 100%)

TYPE OF SHIFT WORKED: DAY (95%), ROTATING (5%)

UTILIZATION FIELD PLANS:		
	CONTINUE IN 40XX	32%
	CROSSTRAIN TO ANOTHER FIELD	32%
	NOT SURE	16%
	OTHER	20%

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (5%), INTERESTING (90%),

PERCEIVED UTILIZATION OF TALENTS:		
	NOT AT ALL TO VERY LITTLE	0%
	FAIRLY WELL TO VERY WELL	79%
	EXCELLENTLY TO PERFECTLY	21%
	NOT REPORTED	0%

PERCEIVED UTILIZATION OF TRAINING:		
	NOT AT ALL TO VERY LITTLE	16%
	FAIRLY WELL TO VERY WELL	68%
	EXCELLENTLY TO PERFECTLY	16%
	NOT REPORTED	0%

AVERAGE NUMBER OF TASKS PERFORMED: 93

EXAMPLES OF TASKS:

MANAGE OPERATIONS AND MAINTENANCE (O&M) FUNDS
DEVELOP BUDGETS OR BUDGET ESTIMATES
CONSOLIDATE OR JUSTIFY ANNUAL OPERATING BUDGETS
CONDUCT BUDGET REVIEWS
SUBMIT UNFUNDED REQUIREMENTS FOR APPROVAL
REVIEW RESOURCES MANAGEMENT OF OWN UNIT OR SUBORDINATE UNITS

GROUP ID NUMBER AND TITLE: GRP210-ALC PERSONNEL

NUMBER IN GROUP: 21 PERCENT OF SAMPLE: .9%

MAJCOM DISTRIBUTION: AFLC (66%), ATC (5%), TAC (24%), USAFE (5%)

DAFSC DISTRIBUTION: 4011/16 (10%), 4021/24 (57%), 4051A/54A (5%), 4096 (28%)

AVERAGE GRADE: 3.5 AVERAGE TIME IN CAREER FIELD: 107 MOS

AVERAGE TIME IN SERVICE: 173 MOS AVERAGE TIME COMMISSIONED SERVICE: 154 MOS

TYPE OF MAINTENANCE ORGANIZATION: AFR 66-1 (24%), AFR 66-5 (19%), OTHER (57%)

AERONAUTICAL RATING STATUS: RATED (24%), NONRATED (76%)

TYPE OF SHIFT WORKED: DAY (100%)

UTILIZATION FIELD PLANS:		
	CONTINUE IN 40XX	52%
	CROSSTRAIN TO ANOTHER FIELD	24%
	NOT SURE	0%
	OTHER	24%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (10%), INTERESTING (90%)

PERCEIVED UTILIZATION OF TALENTS:		
	NOT AT ALL TO VERY LITTLE	19%
	FAIRLY WELL TO VERY WELL	48%
	EXCELLENTLY TO PERFECTLY	33%
	NOT REPORTED	0%

PERCEIVED UTILIZATION OF TRAINING:		
	NOT AT ALL TO VERY LITTLE	29%
	FAIRLY WELL TO VERY WELL	57%
	EXCELLENTLY TO PERFECTLY	14%
	NOT REPORTED	0%

AVERAGE NUMBER OF TASKS PERFORMED: 98

EXAMPLES OF TASKS

SUPERVISE US CIVILIAN PERSONNEL
COORDINATE WITH SUPPLY PERSONNEL ON SUPPLY DIFFICULTIES
CONDUCT UNIT OR FACILITY WALK THROUGH VISITS OR TOURS
INVESTIGATE SUPPLY SUPPORT DIFFICULTIES
EVALUATE UNIT SUPPLY DISCIPLINE
COORDINATE WITH PERSONNEL IN SUBORDINATE UNITS ON RESOLVING SUPPLY PROBLEMS

APPENDIX B

ATTENDEES AT 40XX DATA USERS CONFERENCE HELD AT OMC 26-28 AUGUST 1980

NAME	RANK	CMD/OFFICE	AUTOVON
HAF			
Grimard, L.	Lt Col	AF/LEYM	227-1431
Chasse, T. A.	Major	AF/MPPT	225-7321
Peterson, D. G.	Major	AF/LEYW	227-5760
AFMPC/RPQ			
Csintyan, D.	Captain	AFMPC/MPCRPQ2	487-5678
AFMPC/ROSIB			
McKethan, J.	Captain	AFMPC/MPCROSIB	487-4553
Searles, D.	Captain	AFMPC/MPCROSIB	487-4553
SAC			
Corak, G. J.	Colonel	SAC/LGW	271-2185
Wakefield, J. L.	Lt Col	SAC/LGMQ	271-6420
Tingley, L. E.	Major	SAC/LGWN	271-4313
Mahan, Wiley H.	Captain	SAC/LGMQ	271-6420
MAC			
Porter, R. A.	Colonel	MAC/LGMM	638-2913
AFLC			
Roe, R. H.	Colonel	OO-ALC/MMW	458-5432
Vitale, P. F.	Captain	AFLC/LOWM	787-4800
IG			
McCormick, D. E.	Lt Col	AFISC/IGB	
Matthews	Lt Col	AFISC/IGB	
AAC			
Hancock, Paul T.	Captain	AAC/LGMW	752-2006
ATC/LGM			
McBrayer, Roy N.	Captain	ATC/LGMM	487-4747
ADTAC			
Gredes, Gregory W.	Captain	ADTAC/LGMW	692-3883
Woods, Thomas D.	Captain	ADTAC/LGMFI	692-3673
USAFE			
Goralski, Stanley J., Jr.	Major	USAFE/LGMP	424-6930

TAC

Venables, Rod	Major	TAC/LGQP	432-3931
Zwieg, Richard D.	Major	TAC/LGWL	432-2428
Croisant, Ken	Captain	TAC/LGME	432-3026/3733

ATC/TTQ

Pedersen, Larry	Major	ATC/TTQJ	487-4896

Lowry TTC

Wagner, Richard E.	Major	3460 TCHTG/CCE	926-4173/4174
Sholtis, Timothy J.	Captain	3460 TCHTG/TTMTN/OBR	926-3709/2704

Chanute TTC

Greaver, Glenn R.	Captain	3350 TCHTG/TTMG	862-2710
Motley, Charles E.	Captain	3350 TCHTG/TTMG	862-3420
Eagan, Ronald	GS-12	3330 TCHTG/TTGXA	862-2309
Tilton, William	GS-11	3350 TCHTG/TTMG	862-3256

HQ PACAF

Ferguson, Willaim C.	Colonel	PACAF/LGW	449-5533

AFHRL

Gott, Sherrie	Dr.	AFHRL/MODS	536-3551

APPENDIX C

TABLE C1

EXAMPLES OF TASKS PERFORMED BY O-1s OR O-2s WITH DAFSC 4021/24 ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 AND AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING	
	AFR 66-1 (N=219)	AFR 66-5 (N=120)
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	88	91
CONDUCT INFORMAL BRIEFINGS	76	84
COUNSEL PERSONNEL ON JOB PERFORMANCE	74	81
INDORSE OR REVIEW APRs	72	77
INSPECT PERSONNEL FOR COMPLIANCE WITH AFR 35-10	68	63
COLLECT FEEDBACK THROUGH METHODS, SUCH AS INFORMAL VISITS TO SUBORDINATE SECTIONS	67	68
ANSWER TECHNICAL QUESTIONS FORM SUPERIORS	65	77
SIGN OFF EXCEPTIONAL RELEASES, RED Xs, OR DANGER TAGS	65	63

TABLE C2

DIFFERENTIATING TASKS FOR O-1s OR O-2s WITH DAFSC 4021/24 ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFT 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING		
	AFR 66-1 (N=219)	AFR 66-5 (N=120)	DIFFERENCE
SERVE AS FOP OR DOP OFFICER	26	4	+22
SERVE AS LAUNCH OFFICER OTHER THAN DURING DEPLOYMENTS OR EXERCISES	34	13	+21
PERFORM FOLLOW-UP INSPECTIONS OF COMPLETED MAINTENANCE ACTIONS	37	18	+19
DOWNGRADE RED Xs	61	46	+15
EVALUATE UNIT MSEP	18	5	+13
COMPARE UNIT PRODUCTION, SUCH AS UTE RATES, MICAP OR SCHEDULING EFFECTIVENESS WITH MAJCOM STANDARDS	11	36	-25
SERVE AS AIRCRAFT IMPOUNDMENT OFFICER	4	29	-25
ANALYZE CAUSES OF PRODUCTION DELAYS	32	59	-27
ANALYZE ABORT OR DEVIATION RATES	24	52	-28
SERVE AS COMBAT TURN DIRECTOR, AIR DEFENSE TURN DIRECTOR, OR QUICK TURN DIRECTOR	5	35	-30

TABLE C3

EXAMPLES OF TASKS PERFORMED BY O-3s DAFSC 4021/24 ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 AND AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING	
	AFR 66-1 (N=110)	AFR 66-5 (N=87)
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	92	92
ADVISE COMMANDERS OR STAFF AGENCIES ON MAINTENANCE MATTERS, SUCH AS CAPABILITIES, PROCEDURES, OR PROGRAMS	88	87
DRAFT OR WRITE APRs OR SUGGESTED INDORSEMENTS FOR APRs	86	87
CONDUCT INFORMAL BRIEFINGS	85	91
ANSWER TECHNICAL QUESTIONS FROM SUPERIORS	84	78
REVIEW FLYING OR MAINTENANCE SCHEDULES	73	76
REVIEW DAILY FLYING DISCREPANCIES	63	70

TABLE C4

DIFFERENTIATING TASKS FOR O-3s WITH DAFSC 4021/24 ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING		
	AFR 66-1 (N=110)	AFR 66-5 (N=87)	DIFFERENCE
SERVE AS LAUNCH OFFICER OTHER THAN DURING DEPLOYMENTS OR EXERCISES	35	10	+25
DRAFT, WRITE, OR INDORSE CIVILIAN PERFORMANCE REPORTS	22	3	+19
SERVE AS FOP OR DOP OFFICER	28	10	+18
REPORT MAINTENANCE MALPRACTICES	52	34	+18
REVIEW ACQUISITION OR USE OF HIGH COST ITEMS	25	9	+16
APPROVE OR DISAPPROVE UNIT CUT PROGRAMS	3	29	-26
SERVE AS AIRCRAFT IMPOUNDMENT OFFICER	10	37	-27
ANALYZE SORTIE PRODUCTION SCHEDULING PROCEDURES	21	48	-27
EVALUATE METHODS OF SORTIE PRODUCTION	14	41	-27
EVALUATE COMBAT TURN AROUND, QUICK TURN AROUND, OR AIR DEFENSE TURN PROCEDURES	6	38	-32

TABLE C5

EXAMPLES OF TASKS PERFORMED BY O-1s OR O-2s WITH DAFSC 4051A/54A ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 AND AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING	
	AFR 66-1 (N=71)	AFR 66-5 (N=57)
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	83	89
CONDUCT INFORMAL BRIEFINGS	82	70
COUNSEL PERSONNEL ON JOB PERFORMANCE	75	70
APPROVE OR DISAPPROVE LEAVE REQUESTS	73	63
DRAFT OR WRITE APRs OR SUGGESTED INDORSEMENTS FOR APRs	69	56
CONDUCT UNIT SELF-INSPECTIONS	63	58
COLLECT FEEDBACK THROUGH METHODS, SUCH AS INFORMAL VISITS TO SUBORDINATE SECTIONS	59	68
INSPECT WORK FACILITIES OR AREAS	55	70

TABLE C6

DIFFERENTIATING TASKS FOR O-1s OR O-2s WITH DAFSC 4051A/54A ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING		
	AFR 66-1 (N=71)	AFR 66-5 (N=57)	DIFFERENCE
DIRECT OR SUPERVISE MOVEMENT OF MUNITIONS DURING DISASTERS OR EXERCISES	45	16	+29
COORDINATE WITH SP PERSONNEL ON MUNITIONS CONVOY REQUIREMENTS	46	19	+27
RECOMMEND PERSONNEL FOR CERTIFICATION OR DECERTIFICATION ON PRP	35	9	+26
ADMINISTER OR SCORE TESTS	34	11	+23
PERFORM FOLLOW-UP INSPECTIONS OF COMPLETED MAINTENANCE ACTIONS	37	14	+23
SUPERVISE USAF MILITARY PERSONNEL WITH NONMAINTENANCE AFSCs, SUCH AS 702XX (ADMINISTRATION OR 645XX SUPPLY)	14	37	-23
REVIEW DAILY FLYING DISCREPANCIES	1	24	-23
REQUEST COMPUTER PRODUCTS	10	33	-23
EVALUATE COMBAT TURN AROUND, QUICK TURN AROUND, OR AIR DEFENSE TURN PROCEDURES	3	26	-23
SERVE AS COMBAT TURN DIRECTOR, AIR DEFENSE TURN DIRECTOR, OR QUICK TURN DIRECTOR	0	28	-28

TABLE C7

EXAMPLES OF TASKS PERFORMED BY O-3s WITH DAFSC 4011/16 ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 AND AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING	
	AFR 66-1 (N=38)	AFR 66-5 (N=29)
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	92	93
DRAFT OR WRITE MFR OR BUCK SLIPS	92	79
INDORSE OR REVIEW APRs	89	93
COLLECT FEEDBACK THROUGH METHODS, SUCH AS INFORMAL VISITS TO SUBORDINATE SECTIONS	87	97
DRAFT OR WRITE MESSAGES FOR ELECTRICAL TRANSMISSION	87	83
ANSWER TECHNICAL QUESTIONS FROM SUPERIORS	84	83
REVIEW CHANGES TO WING REGULATIONS OR MOIs	84	79
DRAFT OR WRITE APRs OR SUGGESTED INDORSEMENTS FOR APRs	82	93

TABLE C8

DIFFERENTIATING TASKS FOR O-3s WITH DAFSC 4011/16 ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING		
	AFR 66-1 (N=38)	AFR 66-5 (N=29)	DIFFERENCE
EVALUATE UNIT MSEP	39	3	+36
COORDINATE WITH PERSONNEL FROM BASE AGENCIES ON ACCIDENT, INCIDENT, OR MISHAP REPORTS	68	34	+34
CONDUCT IN-HOUSE TRAINING, SUCH AS SAFETY, SECURITY, OR EQUIPMENT USAGE	47	14	+33
RECOMMEND ACTIONS TO SOLVE MALFUNCTION TRENDS	61	28	+33
SERVE AS FOP OR DOP OFFICER	34	3	+31
DEVELOP PLANS FOR BEDDOWN OF NEW WEAPON SYSTEMS	0	28	-28
EVALUATE ADEQUACY OF MANPOWER AUTHORIZATIONS WITHIN MAINTENANCE ACTIVITIES	24	52	-28
DIRECT DEVELOPMENT OF REGULATIONS BY SUBORDINATE UNITS	8	38	-30
DEVELOP MOBILITY PACKAGES	11	41	-30
CONSOLIDATE INPUTS FOR REGULATIONS	34	66	-32

TABLE C9

EXAMPLES OF TASKS PERFORMED BY O-4s WITH DAFSC 4011/16 ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING AFR 66-1 (N=122)	AFR 66-5 (N=76)
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	94	98
CONDUCT INFORMAL BRIEFINGS	93	91
ADVISE COMMANDERS OR STAFF AGENCIES OR MAINTENANCE MATTERS, SUCH AS CAPABILITIES, PROCEDURES, OR PROGRAMS	92	92
DRAFT OR WRITE POLICY LETTERS	90	91
INDORSE OR REVIEW APRs	88	88
DRAFT OR WRITE APRs OR SUGGESTED INDORSEMENTS FOR APRs	87	95
REVIEW UNIT MANNING STRUCTURE TO INSURE PROPER SKILL LEVEL, GRADE, OR AFSC AUTHORIZATIONS	78	86
REVIEW MAINTENANCE SUMMARIES, SUCH AS MONTHLY MAINTENANCE PLANS, MONTHLY MAINTENANCE STAT ANALS, OR MONTHLY QAP SUMMARIES	75	82

TABLE C10

DIFFERENTIATING TASKS FOR O-4s WITH DAFSC 4011/16 ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING AFR 66-1 (N=122)	AFR 66-5 (N=76)	DIFFERENCE
EVALUATE UNIT MSEP	47	14	+33
SERVE AS LAUNCH OFFICER OTHER THAN DURING DEPLOYMENTS OR EXERCISES	38	8	+30
REVIEW LISTINGS OF PERSONNEL AUTHORIZED ACCESS TO RESTRICTED AREAS	39	18	+21
SUPERVISE PRELAUNCH ACTIVITIES	34	14	+20
COORDINATE WITH CIVILIAN AUTHORITIES ON OFFENSES COMMITTED BY MILITARY PERSONNEL	41	21	+20
APPROVE OR DISAPPROVE UNIT CUT PROGRAMS	9	30	-21
COORDINATE WITH OPERATIONS PERSONNEL ON PROGRAMMING AIRCRAFT UTILIZATION RATES	11	36	-25
TAKE MAINTENANCE OR SAFETY TESTS	44	70	-26
DRAFT OR WRITE TRIP REPORTS	31	58	-27
REVIEW UNIT LIMITING FACTORS REPORTS	31	64	-33

TABLE C11

EXAMPLES OF TASKS PERFORMED BY O-5s WITH DAFSC 4011/16 ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 AND AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING AFR 66-1 (N=104)	AFR 66-5 (N=51)
ATTEND MAINTENANCE RELATED CONFERENCES, MEETINGS, OR WORKING GROUPS	100	98
ADVISE COMMANDERS OR STAFF AGENCIES ON MAINTENANCE MATTERS, SUCH AS CAPABILITIES, PROCEDURES, OR PROGRAMS	93	83
COUNSEL PERSONNEL ON JOB PERFORMANCE	91	96
CONDUCT MAINTENANCE CONFERENCES, MEETINGS, OR WORKING GROUPS	90	84
COLLECT FEEDBACK THROUGH METHODS, SUCH AS INFORMAL VISITS TO SUBORDINATE SECTIONS	87	92
COUNSEL PERSONNEL ON PERSONAL PROBLEMS, SUCH AS FINANCIAL OR MARITAL	86	92
ATTEND NONMAINTENANCE RELATED MEETINGS, SUCH AS EEO PANELS, FACILITY UTILIZATION BOARDS, OR SPORTS COUNCILS	83	90
ADMINISTER DISCIPLINE UNDER UCMJ	80	73

TABLE C12

DIFFERENTIATING TASKS FOR O-5s WITH DAFSC 4011/16 ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 VERSUS AFR 66-5 ORGANIZATIONS

TASKS	PERCENT MEMBERS PERFORMING AFR 66-1 (N=104)	AFR 66-5 (N=51)	DIFFERENCE
RECOMMEND PERSONNEL TO SIGN OFF EXCEPTIONAL RELEASES, RED Xs, OR DANGER TAGS (AF FORM 1492)	39	10	+29
REVIEW STATUS OF PRP	47	20	+27
EVALUATE UNIT MSEPs	46	22	+24
RETRIEVE RESTRICTED AREA BADGES FROM DISQUALIFIED PERSONNEL	47	24	+23
EVALUATE EFFECT OF PRP DECERTIFICATION ACTIONS ON PRODUCTIVITY	28	6	+22
ANALYZE SORTIE PRODUCTION SCHEDULING PROCEDURES	32	55	-23
COORDINATE WITH COMMUNICATIONS SQUADRON PERSONNEL ON COMMUNICATIONS EQUIPMENT REQUIREMENTS	19	43	-24
APPROVE OR DISAPPROVE UNIT CUT PROGRAMS	12	41	-29
IDENTIFY LIMITING FACTORS TO SORTIE PROUCTION	32	67	-35
REVIEW UNIT LIMITING FACTORS (LIMFAC) REPORTS	19	73	-54

APPENDIX D

TABLE D1

ADDITIONAL BACKGROUND INFORMATION FOR DAFSC 4021/24 PERSONNEL ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 AND AFR 66-5 ORGANIZATIONS

	PERCENT MEMBERS PERFORMING			
BACKGROUND VARIABLES	0-1 OR 0-2 AFR 66-1 (N=219)	0-1 OR 0-2 AFR 66-5 (N=120)	0-3 AFR 66-1 (N=110)	0-3 AFR 66-5 (N=87)
TYPE OF SHIFT NORMALLY WORKED				
DAY	76	72	87	83
SWING	5	4	2	3
MIDNIGHT	3	2	1	1
ROTATING	16	22	10	13
AMOUNT OF TIME SPENT ON NONMAINTENANCE RELATED ADDITIONAL DUTIES				
NONE	27	30	26	33
1-10 PERCENT	34	33	41	43
11-20 PERCENT	20	23	21	15
21+ PERCENT	19	14	12	9
AMOUNT OF TIME SPENT ON MAINTENANCE RELATED ADDITIONAL DUTIES				
NONE	13	10	11	16
1-10 PERCENT	23	30	26	37
11-20 PERCENT	22	22	24	17
21-30 PERCENT	13	15	18	12
31+ PERCENT	29	23	21	18
NUMBER OF WEEKENDS PER MONTH WORKED IN LAST SIX MONTHS				
NONE	16	17	8	9
ONE	37	30	32	28
TWO	22	24	28	24
THREE	9	13	16	21
FOUR	16	16	16	18
NUMBER DAYS TDY OVER LAST SIX MONTHS				
NONE	50	38	41	35
1-14 DAYS	30	30	34	33
15-30 DAYS	13	15	14	16
31-60 DAYS	5	13	8	9
61+ DAYS	2	4	3	2
NO RESPONSE	-	-	-	5

TABLE D2

ADDITIONAL BACKGROUND INFORMATION FOR DAFSC 4051A/54A PERSONNEL
ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 AND AFR 66-5 ORGANIZATIONS

BACKGROUND VARIABLES	PERCENT MEMBERS PERFORMING 0-1 OR 0-2 AFR 66-1 (N=71)	0-1 OR 0-2 AFR 66-5 (N=57)
TYPE OF SHIFT NORMALLY WORKED		
DAY	96	88
SWING	4	2
MIDNIGHT	-	2
ROTATING	-	8
AMOUNT OF TIME SPENT ON NONMAINTENANCE RELATED ADDITONAL DUTIES		
NONE	18	35
1-10 PERCENT	34	32
11-20 PERCENT	24	17
21-30 PERCENT	11	9
31+ PERCENT	10	7
NO RESPONSE	3	-
AMOUNT OF TIME SPENT ON MAINTENANCE RELATED ADDITIONAL DUTIES		
NONE	4	16
1-10 PERCENT	17	21
11-20 PERCENT	18	16
21-30 PERCENT	17	19
31-40 PERCENT	14	16
41-50 PERCENT	13	5
51+ PERCENT	14	5
NO RESPONSE	3	2
NUMBER OF WEEKENDS PER MONTH WORKED IN LAST SIX MONTHS		
NONE	34	16
ONE	31	33
TWO	14	25
THREE	9	12
FOUR	11	12
NO RESPONSE	1	2
NUMBER DAYS TDY OVER LAST SIX MONTHS		
NONE	41	46
1-14 DAYS	11	14
15-30 DAYS	10	11
31-60 DAYS	6	7
61+ DAYS	31	22
NO RESPONSE	1	-

TABLE D3

ADDITIONAL BACKGROUND INFORMATION FOR DAFSC 4011/16 PERSONNEL
WING LEVEL OR BELOW IN AFR 66-1 AND AFR 66-5 ORGANIZATIONS

BACKGROUND VARIABLE	PERCENT MEMBERS PERFORMING					
	0-3 AFR 66-1 (N=38)	0-3 AFR 66-5 (N=29)	0-4 AFR 66-1 (N=122)	0-4 AFR 66-5 (N=76)	0-5 AFR 66-1 (N=104)	0-5 AFR 66-5 (N=51)
TYPE OF SHIFT NORMALLY WORKED						
DAY	97	93	96	97	97	96
SWING	-	-	-	-	-	-
MIDNIGHT	-	-	-	-	-	-
ROTATING	3	3	3	-	2	2
NO RESPONSE	-	4	1	3	1	2
AMOUNT OF TIME SPENT ON NON-MAINTENANCE RELATED ADDITIONAL DUTIES						
NONE	37	31	31	39	41	41
1-10 PERCENT	24	48	42	38	33	33
11-20 PERCENT	24	17	15	14	11	8
21-30 PERCENT	15	4	3	5	4	6
31+ PERCENT	-	-	7	2	6	10
NO RESPONSE	-	-	2	2	5	2
AMOUNT OF TIME SPENT ON MAINTENANCE RELATED ADDITIONAL DUTIES						
NONE	13	10	16	22	28	21
1-10 PERCENT	21	38	39	34	36	31
11-20 PERCENT	32	24	18	28	16	20
21-30 PERCENT	16	21	12	5	8	6
31+ PERCENT	18	7	12	8	6	20
NO RESPONSE	-	-	3	3	6	2
NUMBER OF WEEKENDS PER MONTH WORKED OVER LAST SIX MONTHS						
NONE	13	21	10	7	11	4
ONE	34	24	29	26	24	24
TWO	32	31	34	29	26	31
THREE	11	14	13	24	15	22
FOUR	10	10	13	13	24	19
NO RESPONSE	-	-	1	1	-	-
NUMBER DAYS TDY OVER LAST SIX MONTHS						
NONE	34	48	49	38	39	63
1-14 DAYS	39	21	29	32	40	21
15-30 DAYS	11	21	14	21	16	12
31-60 DAYS	8	7	5	8	4	4
61+ DAYS	3	3	2	-	1	-
NO RESPONSE	5	-	1	1	-	-

TABLE D4

ADDITIONAL BACKGROUND INFORMATION FOR DAFSC 4096 PERSONNEL ASSIGNED AT WING LEVEL OR BELOW IN AFR 66-1 AND AFR 66-5 ORGANIZATIONS

BACKGROUND VARIABLES	PERCENT MEMBERS RESPONDING			
	0-5 AFR 66-1 (N=12)	0-5 AFR 66-5 (N=11)	0-6 AFR 66-1 (N=31)	0-6 AFR 66-5 (N=13)
TYPE OF SHIFT NORMALLY WORKED				
DAY	92	100	87	92
ROTATING	-	-	7	-
NO RESPONSE	8	-	6	8
AMOUNT OF TIME SPENT ON NONMAINTENANCE RELATED ADDITIONAL DUTIES				
NONE	33	45	45	31
1-10 PERCENT	33	46	48	46
11-20 PERCENT	17	-	4	15
21-30 PERCENT	17	9	-	8
31+ PERCENT	-	-	3	-
AMOUNT OF TIME SPENT ON MAINTENANCE RELATED ADDITIONAL DUTIES				
NONE	33	18	26	23
1-10 PERCENT	25	37	29	38
11-20 PERCENT	18	9	19	31
21-30 PERCENT	8	9	3	-
31+ PERCENT	8	18	16	8
NO RESPONSE	8	9	7	-
NUMBER DAYS TDY OVER LAST SIX MONTHS				
NONE	25	36	29	8
1-14 DAYS	33	27	45	31
15-30 DAYS	17	10	20	31
31-60 DAYS	17	27	3	23
61+ DAYS	-	-	3	7
NO RESPONSE	8	-	-	-
NUMBER OF WEEKENDS PER MONTH WORKED IN LAST SIX MONTHS				
NONE	-	10	7	-
ONE	17	9	16	15
TWO	8	27	16	31
THREE	25	27	26	15
FOUR	42	27	35	39
NO RESPONSE	8	-	-	-